

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

MINUTES OF THE REGULAR MEETING
OF THE FACULTY SENATE HELD ON
MAY 4, 1995, IN LISNER HALL
ROOM 603

The meeting was called to order by President Trachtenberg at 2:20 p.m.

Present: President Trachtenberg, Vice President French, Parliamentarian Keller, Brewer, Darr, Eftis, Elgart, Englander, Frieder, Griffith, Gupta, Harding, Kahn, Kind, Kimmel, Park, Pelzman, Robinson, Salamon, Seavey, Smith, and Solomon

Absent: Registrar Gaglione, Boswell, Captain, Castleberry, Fowler, Friedenthal, Futrell, Harrauld, Johnston, Keimowitz, Silber, Tropea, Vontress, and Yezer

INTRODUCTION OF NEW SENATE MEMBERS

Professor Pelzman, Chair, Executive Committee introduced the following new members of the Senate: Professors Kurt J. Darr, Paul L. Kimmel, and Robert E. Park. (Professors John R. Harrauld and Anthony M. Yezer were not present.) Re-elected Senate members were Professors John G. Boswell, Diane M. Brewer, Mervyn L. Elgart, Ernest J. Englander, Murli M. Gupta, Joseph Pelzman, David E. Silber, and Clemmont E. Vontress.

APPROVAL OF THE MINUTES

The minutes of the regular meeting of April 14, 1995, were approved as distributed.

RESOLUTIONS

I. RESOLUTION 95/1, "A RESOLUTION TO AMEND THE FACULTY CODE TO DELETE THE PROVISIONS RELATING TO RETIREMENT BECAUSE OF AGE"

On behalf of the Committee on Professional Ethics and Academic Freedom, Professor Kahn moved the adoption of Resolution 95/1, and the motion was seconded. Professor Kahn said that the resolution would delete the entire Paragraph A under Section VII. Retirement of the

Faculty Code that pertained to mandatory retirement because of age. Professor Kahn then moved the following amendments to Resolution 95/1:

- (1) Correct the erroneous reference in the RESOLVING Clause to Section IV. of the Faculty Code to the correct Section VII.
- (2) Add a Second RESOLVING Clause to read:

That the Faculty Code, Section VII.D. be amended to read as follows: (deletions shown by lineout, added text shown underlined)

- D. Subject to programmatic needs, full-time tenured members of the faculty with ten years of continuous full-time service who are ~~between the ages of 60 and 70~~ above 60 years of age may elect to continue on a half-time or two-thirds-time regular, active status basis ~~to the mandatory retirement age~~. Benefits and conditions of this reduced service will be as specified in the Faculty Handbook at the time the election to retire partially is made.

Professor Kahn noted that the second amendment was proposed to him by Professor Griffith who really knows the Faculty Code. The amendments were seconded.

Vice President French pointed out that in past discussions with Professor Kirsch, former Chair of the Appointment, Salary and Promotion Policies Committee, it was thought that the faculty and the administration might choose to link Section D. to a specific period of continuing service. Otherwise, he said, it was conceivable that the University could find itself with a considerable number of faculty who elected to continue part-time who might be turned down, not for programmatic reasons, but because of the administrative problems in managing departments with an increasing population of senior part-time colleagues.

Professor Griffith said that he did not see why the clause "subject to programmatic needs" would not be sufficient protection in a given department or a school from allowing the number of faculty on partial retirement to increase beyond some manageable bounds. Professor Elgart asked Vice President French what the experience for the last ten years has been of people who have taken the option of part-time retirement between the ages of 60 and 70. Vice President French replied that up until now there has been a small number of faculty who have exercised this option, but in those cases, which are still active, they have voluntarily agreed to fixed time periods of 5 years at half-time status. The President said that under the language that has been introduced, a faculty member might elect to continue in half-time status and then have no obligation to step down after five years, for example. He said that it seemed to him that it ought to be possible to formulate language that says that the faculty member has the privilege to continue part-time, but that the trade-off for that is a specified period, e.g., five years,

to be renewed on an annual basis subject to the concurrence of the faculty members, the department, the school, and the administration.

Professor Pelzman pointed out that there is always the option of the possibility of buying the faculty member out because there is nothing in the language that says that the faculty member will take the half-time appointment for the rest of his or her life. Putting in language that specifies some mutually defined period without stipulation as to the number of years may be the answer because the department and school have to agree, subject to programmatic needs. Vice President French said that this has to become a question of management of our academic affairs and he thought that the potential negative impact on morale was serious if some limitation is not built into this language.

Professor Gupta, Chair of the Faculty Development and Support Committee, said the Committee had discussed this issue last year. With the establishment of a Joint Task Force on Retirement, Co-Chaired by himself and Dean Salamon, he said that the Task Force will be considering this matter fully. In the meantime, he said that by adding language that would indicate a mutually agreed period without specifying the number of years appeared to be the best solution at this time.

Professor Gupta then moved to amend the Kahn amendment to Section VII.D. by inserting the words, "for a mutually agreed period" after the word "continue" in line 4 of that Section, so that the same would read:

" . . . may elect to continue for a mutually agreed period on a half-time or two-thirds-time regular, active status basis."

The motion was seconded.

The President asked what parties would be mutually agreeing to this arrangement, and Professor Pelzman replied that the parties would be the faculty, the department, the dean, and the Vice President for Academic Affairs.

Professor Park said that he thought it might be better to send the Resolution back to the PEAFC Committee rather than to try to draft language on the floor. He said that he thought the whole problem of buyouts presents a situation where some faculty members are more aggressive and some members are more passive and, therefore, some people are treated in different ways. Professor Park said that he thought it was better to have uniform standards as to all entitlements to avoid the problem of everyone having to bargain for themselves.

Professor Griffith said that it seemed to him from the standpoint of the University there would be an advantage in accepting the Resolution as amended by both Professor Kahn and Professor Gupta. Not only was the language in the Code referring to the mandatory retirement age inappropriate, but with the Gupta amendment, for the first time, there would be specific language in the Code indicating that partial retirement would be hinged upon an agreement as to term. Professor Griffith said that that seemed to him, on the whole, to strengthen the hand of the University, and he urged adoption of the two amendments and the Resolution itself.

Further discussion followed by Professors Park, Gupta, Smith, Griffith, Englander, and the President.

The question was called on the Gupta amendment to Professor Kahn's amendment, and the amendment was adopted.

The question was called on the Kahn amendment, and the amendment, as amended, was adopted.

The question was called on the original motion, as amended, and Resolution 95/1, as amended, was adopted (Resolution 95/1, as amended, is attached.)

II. RESOLUTION 95/2, "A RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT TO LEAVE"

On behalf of the Committee on Appointment, Salary and Promotion Policies, Professor Griffith, Chair, moved the adoption of Resolution 95/2, and the motion was seconded. Professor Griffith explained that the Resolution, in effect, would confer upon a faculty member a right to request a partial leave. It was the view of the Committee, he said, that to allow a faculty member to take a partial leave is sometimes to the advantage of both the department or program and the individual. The Committee also thought that it was only fair that someone who was on a tenure track probationary period, who could not afford to take a complete leave, thereby getting an extension of the tenure clock, but was able only to take a partial leave, should be given some consideration. Otherwise, he said, that situation would put that person in a very uneven position with regard to review for tenure. Professor Griffith emphasized that, although there were probably some legal requirements under the Federal Family and Medical Leave Act and also under the District of Columbia Leave Act, this Resolution was not predicated upon that legal obligation. He said that the ASPP Committee thought this Resolution would establish an authorization to negotiate a partial leave and negotiate a partial extension of the probationary period, which was appropriate for the University and for the faculty members who might find themselves in difficult situations. Professor Griffith urged the adoption of Resolution 95/2.

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No discussion followed. The question was called on the original motion, and Resolution 95/2 was adopted. (Resolution 95/2 is attached.)

INTRODUCTION OF RESOLUTIONS

On behalf of the Committee on Administrative Matters as They Affect the Faculty, Professor Eftis, Chair, moved a suspension of the rules in order to introduce a resolution not included on the agenda. The resolution, entitled "A Resolution on Parking Rates," together with a Report on the Parking Rates Charged to Employees and Students at George Washington University, was distributed to the members. Professor Eftis apologized for not having had this resolution and Report ready in sufficient time for inclusion on the Senate's agenda today, but he urged the Senate to vote to discuss it at today's meeting.

A discussion followed by Professors Park, Griffith, Eftis, Robinson, and Parliamentarian Keller.

The question was called on the motion to suspend the rules, and the motion failed.

Professor Park said that, since the resolution would not be considered by the Senate today, he thought that it should be referred to the Fiscal Planning and Budgeting Committee for review before coming back to the Senate. In the past, he explained, issues that involved money matters were referred simultaneously to the Committees affected. Professor Eftis replied that a resolution similar to this one was brought before the Senate four years ago where it was tabled and then referred to the Fiscal Planning and Budgeting Committee, and no one ever heard anything about it again. At the risk of having this resolution suffer a similar fate, Professor Eftis said he would argue against any such practice. Professor Robinson pointed out that she knew of no such written rule that requires that a Committee's resolution concerning financial matters be automatically referred by that Committee to the Fiscal Planning and Budgeting Committee for its review. Professor Griffith noted that, under the Senate's rules, a resolution introduced at a meeting shall be assigned by the Chair of the Executive Committee.

President Trachtenberg directed that the Resolution on Parking Rates and accompanying Report be referred to the Executive Committee for appropriate action.

REPORT ON POLICY ON PATENTS AND SCHOLARLY WORKS BY PROFESSOR PHYLLIS D. KIND, CHAIR, RESEARCH COMMITTEE

Professor Kind, Chair of the Research Committee, explained that this Policy was a revision of the University's Patent Policy of 1954.

She said that the Research Committee thought that it was important to have a patent policy in place especially for those colleagues who are interested in funding from commercial interests and other reasons of that sort. This Policy, she said, has been approved by the Advisory Council on Research, the Joint Committee of the Research Committee and the Advisory Council on Research, and the Research Committee, which proposed a resolution that the Senate endorse the Policy on Patents and Scholarly Works. This resolution, she said, may come before the Senate in the fall, and she urged the members to read the Policy over the summer months in preparation for consideration by the Senate.

Professor Griffith asked whether this Policy would repeal the existing Copyright Policy, and Professor Kind replied that it would not read the Copyright Policy. Professor Griffith then pointed out that a good deal turns on the issue of whether or not an invention or discovery, etc., is to be considered as resulting from activities within the scope of one's duties or not within the scope of one's duties, and he asked how that scope is taken to be specified in this Policy. Vice President French recognized Vice President Lehman who said that Professor Griffith's question was probably one of the most important points that was discussed during the period the Policy was being developed. He said that in order not to be very specific about that aspect, the best words were thought to be "scope of duties," which are defined within the context of what one normally does whether in research, teaching or administrative service. Vice President Lehman said, however, if that becomes contentious at some point, the issue is to be resolved by the appointed Panel under the Policy.

Professor Englander urged that the resolution on this Patent Policy not be considered by the Senate until its October meeting at the earliest in order to give returning faculty an opportunity to study this document once they have returned in August. He then recommended that the Research Committee provide with its resolution an accompanying document that would reflect how the various issues were resolved, so that the Senate would understand the ramifications of the Policy. Professor Kahn noted that the Patent Policy, in dealing with patents, involves distribution of royalties, for example, which is compensation to faculty members and rights to patents which also might be compensated. He said that it seemed to him that the Committee on Appointment, Salary and Promotion Policies could perform a service to give the Senate an advisory opinion on the Patent Policy from the standpoint of faculty compensation.

GENERAL BUSINESS

I. APPROVAL OF DATES FOR REGULAR SENATE MEETINGS IN THE 1995-96 SESSION*

Professor Pelzman asked for approval of the dates for the regular meetings of the Faculty Senate for the 1995-96 Session. The following

dates were approved:

May 4, 1995
September 15, 1995
October 13, 1995
November 10, 1995
December 8, 1995

January 19, 1996
February 9, 1996
March 8, 1996
April 12, 1996

***PLEASE SEE EXECUTIVE COMMITTEE REPORT FOR DISCUSSION OF RELOCATION OF FACULTY SENATE MEETING PLACE.**

II. NOMINATION FOR APPOINTMENT BY THE PRESIDENT OF PARLIAMENTARIAN OF THE FACULTY SENATE FOR THE 1995-96 SESSION

Professor Pelzman moved the nomination for election of Professor Steven Keller as Parliamentarian of the Faculty Senate for the 1995-96 Session. The nomination of Professor Keller was approved.

III. NOMINATIONS FOR ELECTION OF CHAIRS AND MEMBERS OF FACULTY SENATE STANDING COMMITTEES FOR THE 1995-96 SESSION

Professor Pelzman moved the nominations for election of Chairs and members of Senate Standing Committees for the 1995-96 Session. The nominations were approved.

Professor Pelzman moved the nominations of Professor Sana O. Tabbara and Professor Stuart A. Umpleby for election to the Committee on Faculty Development and Support, and the nominations were approved. (List of Chairs and Members of Faculty Senate Standing Committees is attached.)

IV. NOMINATIONS FOR APPOINTMENT BY THE PRESIDENT TO ADMINISTRATIVE COMMITTEES

Professor Pelzman moved the nominations for appointment to the following Administrative Committees: Committee on the University Bookstore: Stephen McGraw, Yolanda C. Oertel, and Scott B. Pagel; GW Forum: Debra Bruno, Editor-in-Chief, Michael F. Moses, and Jeffrey L. Stephanic; Safety and Security Advisory Committee: Bonnie M. Sachs, George C. Stephens and Ernest J. Englander; Joint Committee of Faculty and Students: Joseph L. Tropea, Faculty Co-Chair; Robert Eisen, Jonathan D. Fife, Max D. Ticktin, Daniel Ullman, Frederick Wolff, and Harry E. Yeide. The nominations were approved.

V. NOMINATIONS FOR APPOINTMENT BY THE BOARD OF TRUSTEES TO TRUSTEES' COMMITTEES:

Professor Pelzman moved the nominations for appointment by the Board of Trustees to the following Committees: Trustees' Committee on Academic Affairs: Joseph Pelzman; Trustees' Committee on Student Affairs: Joseph L. Tropea; Trustees' Committee on University Development: Anthony M. Yezer. The nominations were approved.

VI. NOMINATIONS FOR ELECTION BY THE FACULTY SENATE TO THE PANEL FOR STUDENT GRIEVANCE REVIEW COMMITTEES

Professor Pelzman moved the nominations for election of the following faculty to the Panel for Student Grievance Review Committees: Oliver Alabaster, Andrew Altman, Jorge Garcia, Margaret R. Kirkland, Mark S. Klock, W. Douglas Maurer, Terrence Phillips, Joan R. Regnell, Max D. Ticktin, and Linda Street. The nominations were approved.

VII. REPORT OF THE EXECUTIVE COMMITTEE

The report of the Executive Committee by Professor Joseph Pelzman is enclosed and made a part of these Minutes.

VIII. ANNUAL REPORTS OF SENATE STANDING COMMITTEES

Annual Reports from the following Senate Committees were received for distribution with the minutes: Appointment, Salary and Promotion Policies, Faculty Development and Support, Professional Ethics and Academic Freedom, Research, Joint Committee of Faculty and Students, Administrative Matters as They Affect the Faculty, Libraries, Educational Policy, and Executive Committee of the Faculty Senate. (The Annual Reports are attached.)

TRIBUTES

The President called upon the following members who offered tributes to former or current Faculty Senate members who were retiring: Professor Brewer read a tribute to Professor John A. Frey; Professor Englander read tributes to Professors Ben Burdetsky and Rodney Eldridge; Professor Eftis read tributes to Professors Ali M. Kiper and Robert Goulard; and Professor Kahn read tributes to Professors John Eftis and Donald Gross. (The tributes are attached.)

BRIEF STATEMENTS (AND QUESTIONS)

President Trachtenberg said that he wished to take this opportunity to thank the returning Senators for their work this past year and to say that the administration looks forward to working with both the "new" and "old" Senators in the coming year. The President also expressed his gratitude to Vice President French for his support in interpreting faculty sentiments to him so articulately during the past seven years.

Vice President French distributed copies of an Addendum to the Report on Recruitment and Retention of Minority and Women Faculty. He said that the Addendum reflected the way in which the deans and faculties of the schools have addressed themselves to the subject of recruitment and retention of women and minority faculty, and he was encouraged to see the level of effort in the schools in this regard. (The Addendum is attached.)

Secondly, Vice President French reported on classroom utilization in the coming year. A number of rooms that were available to all schools has been taken out of the pool of general purpose classrooms in connection with improvements that various faculties and schools have requested. For example, a very large classroom in the lower level of the Hall of Government was taken in order to create the Crain Activities Center for SBPM. The Sixth Floor of Gelman Library will be dedicated for library use only, thereby taking out of circulation at least five general purpose classrooms, and a large townhouse that included general purpose classrooms has been dedicated to the National Law Center. He said that classrooms will be increased in number primarily through the big project which is responsible for the dislocation of the Faculty Senate's meeting place in Lisner Hall. The old Lisner stacks have been removed and sixteen very handsome classrooms, including an amphitheater classroom and general purpose classrooms of different sizes, will be constructed in that location which will not be completed until the end of summer, 1996. Vice President French pointed out that as a result of all of this activity, there would be a large number of classes that will be unassigned for the opening of the fall semester, and he said that it may be necessary to call upon faculty members to move their classes either to different days of the week or to different timebands to address this problem.

Professor Brewer noted that the month of May is National Hearing and Speech Month. She invited members to the National Speech and Hearing Clinic for free speech and hearing screenings next Thursday.

ADJOURNMENT

Upon motion made and seconded, President Trachtenberg adjourned the meeting at 4:05 p.m.



J. Matthew Gaglione
Secretary

[Any inquiries about this resolution should be directed to Professor Walter K. Kahn, Chair, Committee on Professional Ethics and Academic Freedom, Ext. 47186]

A RESOLUTION TO AMEND THE FACULTY CODE TO DELETE THE PROVISIONS RELATING TO RETIREMENT BECAUSE OF AGE (Res. 95/1)

WHEREAS, the Age Discrimination in Employment Act, as amended, has made unlawful mandatory retirement because of reaching any specified age; and

WHEREAS, the Faculty Code has not been amended to meet the requirements of this statute; NOW THEREFORE

BE IT RESOLVED THAT THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY RECOMMENDS:

(1) That the Faculty Code, Section ^{VII.}~~IV.~~ A, be amended to read as follows (deletion shown by lineout of body of first paragraph):

VII. Retirement

~~A. The normal retirement date at the university is the end of the fiscal year in which a faculty member reaches the age of 65. Faculty may continue in full-time service until the mandatory retirement date at the end of the fiscal year in which age 70 is attained. The fiscal year shall be taken as the period beginning July 1 and ending June 30.~~

A. Subject to the needs of the University,...[remainder unchanged]
and

(2) That the Faculty Code, Section VII.D, be amended to read as follows: (deletions shown by lineout, added text shown underlined)

VII. Retirement

D. Subject to programmatic needs, full-time tenured members of the faculty with ten years of continuous full-time service who are ~~between the ages of 60 and 70~~ above 60 years of age may elect to continue for a mutually agreed period on a half-time or two-thirds time regular, active status basis ~~to the mandatory retirement age.~~ Benefits and conditions of this reduced service will be as specified in the Faculty Handbook at the time the election to retire partially is made.

Professional Ethics and Academic Freedom Committee
March 15, 1995

Adopted, as amended, May 4, 1995

[Any inquiries about this resolution should be directed to Professor William B. Griffith, Chair, Committee on Appointment, Salary and Promotion Policies, Ext. 46265]

A Resolution to Amend the Faculty Code with respect to Leave (95/2)

WHEREAS, under certain circumstances a member of the faculty may have legitimate reasons to request a less-than-full-time leave for medical, family, or other important personal reasons; and

WHEREAS, it may well be in the University's interest to grant a partial leave request, to retain as much as possible of the services of such a faculty member and thereby reduce compensatory shifting of responsibilities; and

WHEREAS, the Faculty Code is currently silent as to whether such a partial leave is permissible, and as to whether if granted such a period of partial leave would qualify (as a full personal leave does) for some extension of the probationary period for a tenure-accruing appointment; NOW THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

1. That Sec. VI. A of the Faculty Code, "Leave", be amended to read [added language underlined in the text]:

"A. At any time, for study or for any other valid reason, a leave of absence without salary, or a partial leave with or without reduced salary, may be granted to a member of the faculty by the appropriate corporate officer."

2. Sec. IV.A. 3.1. (b) (2), "Appointment and Tenure", be amended to read [additional language underlined in the text]:

"2) Leaves for study towards a degree, leaves for military or personal reasons, and defense leave shall not be included in this period. Under certain circumstances a partial leave may justify an appropriate extension of the probationary period.

3. The Faculty Senate Committee on Appointments, Salary and Promotion Policy is requested to draw up appropriate implementing criteria and procedures for approval by the Vice President for Academic Affairs and publication in the Faculty Handbook.

Appointments, Salary, and Promotion Policies Committee
April 17, 1995

Adopted May 4, 1995

FACULTY SENATE
Committee on Appointments, Salary, Promotion Policies (ASPP)

SPECIAL REPORT

April 19, 1995

1. This Special Report accompanies and is intended to explain some of the background of our proposed RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT TO LEAVE (95/2), submitted for consideration by the Faculty Senate.
2. This issue originally arose to prominence in April 1993, when the Vice President for Academic Affairs asked the Executive Committee of the Faculty Senate for advice in dealing with a faculty member's request for partial leave coupled with an extension of the tenure-probationary period. The request noted that such a partial leave and extension were potentially available under a "Family Care Leave" policy in effect at Georgetown University. The Executive Committee offered its opinion that an extension of the tenure-probation period would not be permitted under the existing provisions of the Faculty Code but offered to study the desirability of adopting such a policy. Vice President French subsequently denied the individual's request but asked the Senate to proceed with consideration of "whether the Georgetown policy or some modification of it would constitute a model that ought to be adopted at GW" [Memorandum dated May 3, 1993, to Lilien Robinson, Chair, Executive Committee of the Faculty Senate].
3. Over the past two years, the ASPP Committee has gathered information on existing policies elsewhere and a consensus has emerged as to the desirability of developing such a policy, on grounds of basic fairness, especially to women faculty in childbearing years and others with similarly serious disruptive time-demands. The Committee has even articulated a possible formula for converting partial leaves of absence into proportional delays in tenure review. While it has been suggested that the University may be legally required to offer policies along these lines, the scope of the entitlements created by the federal Family Care and Medical Leave Act of 1993 and the D.C. Family Care and Medical Leave Act of 1990 remains unclear, with regulations having only recently been issued and much in these laws still untested in the courts.
4. The Committee therefore decided the best approach at this time would be to create authorizing language in the Faculty Code, as suggested in the accompanying Resolution. This would make known to all in timely fashion the possibility of negotiating partial leave, and where appropriate extending the tenure clock, but would leave detailed guidelines and processes to be developed by the ASPP Committee in conjunction with Academic Affairs and University Counsel. These would then be published in the Faculty Handbook and could be revised and updated as need be, without amending the Faculty Code.

FACULTY SENATE
Committee on Appointments, Salary, & Promotion Policies (ASPP)
ANNUAL REPORT 1994-95

1. The Committee met on a monthly schedule from September through April. Its agenda was shaped by a number of items of continuing business, several referrals from the Executive Committee, and several items originating in the Committee, as set out below.

2. During this term several matters before the Committee were developed fully enough to transmit them to the Faculty Senate:

A. The question (carried over from preceding year) of whether to modify the Faculty Code to provide the possibility of faculty members taking partial leave and, when appropriate, being permitted to extend the probationary period before tenure review, was extensively discussed. A resolution recommending such action was forwarded to the Faculty Senate and placed on the agenda for the meeting of May 4, 1995 (Resolution 95/2). If that Resolution is approved, the Committee next year will work with the Vice President for Academic Affairs to develop implementing procedures.

B. A proposal from the University Benefits Review Committee that GWU join a "Tuition Exchange Program" was received with enthusiasm and reported to the Senate.

C. Two "Special Reports" were submitted to the Senate, one on faculty salaries accompanying a report by the Vice Pres. for Academic Affairs, the second on compensation increases for GWU executives, based on figures drawn from the University's 990 Tax Forms for the past three years.

3. A number of issues were either not fully resolved or were considered only briefly by the Committee. The items which follow are held over as continuing business for next year's Committee:

A. On an issue referred by the Executive Committee, jointly with Professional Ethics & Academic Freedom Committee (PEAF), the Committee considered whether to propose amending the Faculty Code to require departments and schools to develop and publish criteria and procedures for reappointment of faculty. The Committee approved a draft resolution which was then reviewed, amended and approved by the PEAF Committee, but subsequently decided to delay forwarding it to the Senate pending further consultation with University Counsel.

B. On the Committee's initiative a Subcommittee (chaired by Prof. Irving Katz) was established to review the compensation policies applied to teaching in Summer Sessions from 1992 on. This subcommittee has gathered considerable information but has not yet completed its study of these issues.

C. The Committee has agreed that in the next term it will take up a request from the Executive Committee to consider the appropriateness of a faculty role in reappointment of administrators with academic-oversight responsibilities.

D. Also agreed to was a request from Vice President French that the Committee consider revising our "market basket" list of universities used for comparative purposes.

E. The Committee also agreed to pursue several issues relating to distributions of faculty raises, including the impact on equity of current disjoint timing of raise-recomemendations, and preparation of a better historical picture of the University's progress towards meeting the Senate's recommended goals (relative to AAUP standards) for faculty salaries by ranks and by schools.

F. An item carried over from last year's agenda, a review of salary levels for part-time faculty members, will remain a matter of continuing business for the Committee.

G. The Committee has also received notice that next year it will be asked by the University Benefits Review Committee to consider a proposal for modifying current University policies with respect to "cashability" of pension assets upon retirement.

Submitted on behalf of the ASPP Committee:


William B. Griffith, CCGAS
Chair

MEMBERS 1994-95:

Freund, M. GSEHD
Harper, E. CCGAS
Hill, P. ESIA
Horbach, N. MED CTR
Katz, I. CCGAS
Kirsch, A. CCGAS
Lynch, S. GSEHD
Martin, D. SEAS
Warren, C. CCGAS
Wirtz, P. SBPM

EX OFFICIO:

Bortz, W. VP-Admin & Info Svcs
Boswell, J. Exec. Cte Liaison
French, R. VP-Acad. Affairs
Katz, L. VP-Treasurer

1994-95 ANNUAL REPORT OF THE FACULTY SENATE COMMITTEE ON PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

Members of the Committee on Professional Ethics and Academic Freedom: K. J. Darr, J. L. Gastwirth, K. J. Hartswick, C. H. Hoare, P. Kaiser, H. L. Liebowitz, J. Lobuts, Jr., M. H. McGrath, M. F. Moses, H. C. Pierpont, D. Robinson, Jr., J. L. Stephanic, R. Thornhill, C. Tuazon, H. E. Yeide; J. H. Friedenthal, R. J. Harrington, S. B. Kaplan, L. B. Salamon.

The committee had the following items on its agenda:

1. University policy respecting early tenure

A resolution was adopted by the Committee 11/9/94 and forwarded via the Executive Committee with recommendation for adoption by the Faculty Senate. The resolution was subsequently withdrawn by the Committee for further study.

2. By-laws of university units, the issue of rights, responsibilities and jurisdiction with respect to department/school By-laws.

Initial discussions. No action.

3. Addition/ clarification of provisions of the Faculty Code with respect to re-appointments, procedures and rights.

The Committee appointed a sub-committee chaired by Prof. Yeide. Our consideration has been coordinated with the Committee on Appointment, Salary and Promotions chaired by Professor Griffith. A draft approved by PEAFF is now under consideration by ASP.

4. Addition/clarification of provisions of the Faculty Code with respect to reappointment of administrators with academic responsibilities.

The Executive Committee requested a separate consideration of this item, also jointly with ASP. No action.

5. Senate resolution on administrative nonconcurrences (94/2), presented by the Executive Committee was accepted by the Senate. Pursuant to that decision, the PEAFC Committee formulated a resolution to incorporate language reflecting (94/2) into the Faculty Code:

SENATE RESOLUTION TO AMEND THE FACULTY CODE RELATING TO ADMINISTRATIVE NONCONCURRENCES WITH FACULTY RECOMMENDATIONS (94/5) was adopted by the Faculty Senate and subsequently accepted by the Board of Trustees.

6. Memorandum of protest from Prof. D. Silber regarding employee information requested for inclusion in Banner system files. The Committee drew the attention Vice President French to the matter.

Vice President French then responded to Professor Silber. "...information such as you have questioned is collected on a purely voluntary basis. An employee is not required to provide such information to receive a paycheck."

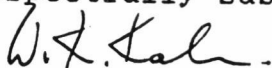
7. The Executive Committee requested review of Section IV D. Nondiscrimination and Section VII Retirement.

The Committee has reviewed Section VII and approved A RESOLUTION TO AMEND THE FACULTY CODE TO DELETE THE PROVISIONS RELATING TO RETIREMENT BECAUSE OF AGE. This resolution was forwarded for consideration by the Faculty Senate.

8. The Executive Committee forwarded the Draft "Policy on Conflict of interest" formulated by the Academic Research Council and distributed by Vice President French.

The Committee carefully examined the proposed policy. The Committee concluded that a new University-wide policy on conflict of interest applicable to all University personnel and not limited to the area of research should be formulated. To address the specific urgency posed by pending governmental requirements, the Committee prepared A RESOLUTION REGARDING A POLICY ON CONFLICT OF INTEREST IN FEDERALLY FUNDED RESEARCH (94/13). This Policy document was adopted by the Faculty Senate (as amended).

Respectfully submitted,



Walter K. Kahn, Chair
May 4, 1995



175TH ANNIVERSARY 1821-1996

DEPARTMENT OF ACCOUNTANCY

May 19, 1995

Report of Faculty Senate Library Committee
Academic Year 1994-95

During the fall semester, members of the committee participated in campus interviews of candidates for the position of University Librarian.

During the spring semester, the committee conducted a survey regarding databases on campus. In recent years many faculty members have expressed their concern about the adequacy of GW's database resources for their teaching and research needs. With admirable initiative, some departments have raised their own funds to acquire databases, or paid for them out of departmental budgets. Much has been gained through these local efforts, but perhaps some overall sense of where we stand as a university has been lost.

The survey was undertaken to help our new University Librarian, Jack Siggins, decide what databases to acquire and how to budget for them by giving him information about

what databases we already have on campus,
how we are currently paying for them, and
what additional ones we need

Data was collected through a questionnaire mailed to department chairs and program heads. The data is currently being compiled into a report to Jack. Anyone who would like a copy should inform

Keith E. Smith
Dept. of Accountancy
GOV 209
4-7461

RESEARCH COMMITTEE ANNUAL REPORT 1994-95

The committee met five times. The committee also met once jointly with the Advisory Committee on Research.

The committee reviewed the Strategic Plan for Research that was developed by the Advisory Council on Research and reviewed and modified by the 1993-94 Research Committee. A resolution (94-4) endorsing the plan was approved unanimously by the committee at its October 20 meeting. The resolution was passed by the University Senate at its December 9 meeting.

The committee reviewed the criteria for promotion and tenure of each School. Research and/or scholarly works were cited by all Schools as an important criterion for promotion and tenure. The committee did not find it necessary to pursue this issue further.

The committee developed guidelines (attached) for the Associate Vice-President for Research and Graduate Studies to use in chartering new Research Centers and Institutes and evaluating existing Centers and Institutes that are eligible for Research Enhancement Funds. The committee recommends that the Associate Vice-president for Research and Graduate Studies modify the guidelines for chartering and rechartering Research Centers and Institutes to reflect these guidelines for evaluation of the applications.

The committee reviewed the Policy on Patents and Scholarly Works. The committee unanimously approved a resolution endorsing the policy (attached). The resolution will be presented to the University Senate at the first meeting of the 1995-96 academic year.

To encourage both research at the University and collaboration between researchers the committee proposes that an annual university-wide Research Day be instituted. We suggest that the first Research Day be in the fall of 1996 to culminate the 175th anniversary celebrations. The committee recommends that the office of the Associate Vice-President for Research and Graduate Studies be authorized to organize the activity. The committee further recommends that adequate funding be provided in the Academic Affairs budget to cover personnel, abstract books, organizational assistance, publicity etc. necessary to run an excellent program.

Committee Members:

Phyllis Kind, Chair
Ravi S. Achrol
Susanne Bathgate
Barry L. Berman
David Bjelajac
Charles A. Garris
Hugo D. Junghenn
Teresa A. Murphy
Marta Pardavi-Horvath
Cynthia Rohrbeck
Frederick R. Siegel
Carol K. Sigelman

Ex Officio Members:

Chris Filstrup
Donald R. Lehman
Gerald P. Johnston

Guidelines for Formation of Research Centers and Institutes

The criteria for the formation of Centers and Institutes should include but not be limited to the following issues:

1. There should be a critical mass of faculty and researchers committed to the research goals of the Center or Institute.
2. The existing base of faculty and researchers should have expertise in their fields as indicated by national or international recognition and external funding for the research, where appropriate.
3. The faculty and researchers should have common goals and an ability to accomplish things collectively better than individually.
4. The formation of the Center or Institute must be recommended by each School's Dean or Dean's Council.

Research Committee
April 20, 1995

Guidelines for Evaluation of Research Centers and Institutes

1. The objectives and primary subject areas of research done by this unit should be identified. Highlight the unit's contribution to the field of inquiry and to the University as indicated by the criteria outlined below.
2. Evidence of scholarly output such as
 - a. publications in refereed journals.
 - b. books.
 - c. patents.
 - d. external funding.
 - e. presentations or abstracts at national and international meetings.
 - f. conference reports.
 - g. technical reports.
 - h. talks and colloquia at GWU and elsewhere.
3. Evidence of national and international recognition such as
 - a. invited presentations at national and international conferences.
 - b. number of references in citation index.
 - c. collaborations and exchange of personnel (for example, colleagues on sabbaticals) with scholars from other universities or research institutes.
 - d. honors and awards.
 - e. holding office in national and international organizations
 - f. editorial boards.
 - g. membership in government or corporate advisory committees and review panels.
4. Evidence of scholarly/educational activity at GWU as indicated by
 - a. seminars and new, innovative courses conducted.
 - b. visiting faculty and researchers.
 - c. conferences or symposia hosted.
 - d. involvement of undergraduate and graduate students.
 - e. Ph.D.'s granted.
5. Evidence of growth and prospects for the future such as
 - a. increase in personnel, funds, students, output.
 - b. approved proposals.
 - c. active collaborations.
 - d. work in progress.
 - e. promise of future funding.

Research Committee
April 20, 1995

RESOLUTION
on the
POLICY ON PATENTS AND SCHOLARLY WORKS

WHEREAS, The University's existing Patent Policy has been in place for over forty years without revision; and

WHEREAS, A new Policy on Patents and Scholarly Works is needed as stated in the Strategic Plan for Research (1994-95); and

WHEREAS, A Policy on Patents and Scholarly Works that serves the faculty in a productive way is an overall incentive to enhance technology transfer activities at the University; and

WHEREAS, The proposed Policy on Patents and Scholarly works was unanimously recommended for implementation at the annual joint meeting of the Senate Committee on Research and the Advisory Council on Research; and

WHEREAS, The new Policy on Patents and Scholarly Works provides the framework and guidelines for the faculty and the Associate Vice-President for Research and Graduate Studies to pursue extramural research funds in those instances where technology transfer is involved; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate endorse this Policy on Patents and Scholarly Works and recommend its implementation by the University Administration.

Research Committee
April 20, 1995

**Annual Report of
Senate Committee on Faculty Development and Support**

The Committee on Faculty Development and Support met three times during the 1994-95 academic year. We presented a resolution on voluntary retirement opportunities (94/1) to the Senate in September 1994. After substantial discussion at the Senate, this resolution was sent back to the Committee. Subsequently, we proposed another resolution (94/3) to set up a joint faculty-administration Task Force to examine the range of financial and other benefits that could be provided by the University to retiring faculty; the latter resolution was adopted by the Senate in November 1994. A Task Force consisting of Arthur Kirsch, John Boswell, Debra Sheldon, Lou Katz, Walter Bortz, Dennis Blumer, Murli Gupta (co-Chair) and Linda Salamon (co-Chair) has been formed recently and would begin deliberations in the near future.

We continued the program to use the available faculty expertise in improving the organizational climate in academic departments of the University. We have compiled a list of faculty members who are willing to provide limited amount of consulting services to University departments at no charge or for less than their usual consulting fees. This program has had a limited success and the department Chairs are encouraged to call upon these faculty members to use their expertise.

We formed a Standing Subcommittee on Recruitment and Retention of Minority and Women Faculty consisting of Joyce Evans, Murli M. Gupta (Chair), Laurinda B. Harman and C. Dianne Martin. The Subcommittee met twice this year, including once with Assistant Vice-President Annie Wooldridge to discuss the campus climate and other issues of interest to women and minority faculty. The subcommittee also examined the Annual Report submitted by Vice-President French to the Senate and reviewed the reports submitted by the Deans to VPAA. A report of the Subcommittee is attached.

Members:

Professor Murli Gupta, Chair
Professor Murat Azizoglu
Professor James Dinwiddie
Professor Joyce Evans
Professor Laurinda B. Harman
Professor Martha N. Rashid
Professor Sana Tabbara
Professor Irene Thompson
Professor Stuart Umpleby

ex officio:

Mr. Walter Bortz
Mr. James Clifford
Ms. Rebecca Jackson
Dr. Sharon Rogers
Professor Melvyn Elgart, Executive Committee Liaison

Respectfully submitted



Murli M. Gupta
May 2, 1995

Encl: Report of the Subcommittee

Senate Committee on Faculty Development and Support

Report of the Subcommittee on Recruitment and Retention of Minority and Women Faculty

Subcommittee on Recruitment and Retention of Minority and Women Faculty was formed in response to the adoption by the University of the *Action Plan to Improve the Collegial Climate: Making The George Washington University a Model of Cultural Diversity* which was published in March 1994 issue of By George. Among other actions, the *Action Plan* requires Faculty Senate to "maintain University-wide oversight of all issues related to campus climate, recruitment, appointment, retention and promotion of women and minority faculty." The Subcommittee was charged with this mandate.

The Subcommittee met twice this year. We invited Assistant Vice President Annie Wooldridge to meet with us at our second meeting. The issues of concern to the subcommittee are listed below:

1. There are no minority or women faculty in the University Professors ranks. These are high profile positions.
2. Equity of tenure/promotion process in all departments of the University. The schools are required by the Action Plan to set up mechanisms for "systematic review and revision of school by-laws and all tenure and promotion criteria within the school to make sure that they are clearly and unambiguously articulated..."
3. Salary equity for minority and women faculty. The administration carries out a biennial review in consultation with ASPP committee. The subcommittee would like to have summary information on the results of such reviews.
4. Action Plan requires the Subcommittee to "review the promotion and tenure process University wide to make sure that criteria are applied fairly and consistently for all candidates." Some mechanism needs to be created to initiate such an undertaking.
5. A survey of mentoring programs for junior faculty needs to be undertaken.

As part of the Action Plan, the central administration and various schools are required annually to "create an action plan for initiatives and actions in overall climate, faculty recruitment, faculty retention, and faculty promotion and tenure..." The subcommittee received a report from the School of Medicine and Health Sciences; we are waiting to receive reports of the other schools.

Members:

Professor Murli Gupta, Chair
Professor Joyce Evans
Professor Laurinda B. Harman
Professor C. Dianne Martin

May 4, 1995

Joint Committee of Faculty and Students Report:

The committee met six times this academic year, over matters largely related to the following:

The Honor Code subcommittee (constituted over two years ago) met six times. Subsequent to distribution of a "Proposed Academic Honor Code for GWU," thirty-two information meetings were held on campus for students and faculty in the different schools. These efforts resulted of in the Senate's passage of the Honor Code at its March, meeting.

A subcommittee was formed to address the problem students face when confronted with three exams on the same day. This "Three-Exam-in-a-Day" subcommittee met two times to formulate a resolution. The results of this effort was the Senate's passage of the Final Examination Conflicts resolution at its March, meeting.

A Stipend-Awards subcommittee met four times to improve the process for granting student leadership awards. Consequent to the subcommittee's recommendation, the faculty co-chair of the JCFS constituted a committee of faculty representatives from schools with undergraduate programs to review applications for the awards. The following faculty served:

Carol Hoare	-	GSEHD
Lois Graff	-	SBPM
Harry Yeide	-	CCGSAS
Peter Hill	-	ESIA
Richard Soland	-	SEAS

Five student leadership awards were granted.

At the last committee meeting (April 21, 1995), plans for next year were discussed. Among the items the committee will take up next year will be the issues of "I" and "Z" grades and community service.

Committee on Educational Policy

Annual Report
May 4, 1995

The committee has met five times. The following matters previously referred to the committee are being dealt with by another group or are now moot:

- (1) Graduate +/- Grading System
- (2) Review report of special committee on the 4x4 curriculum,
- (3) Review proliferation of course offerings
- (4) Review Bookstore's textbook adoption and returns policy
- (5) Grade distribution

Remaining matters considered were:

- (1) **Academic Calendar:** A member of the Educational Policy Committee, Mary Granger, was appointed to serve on the University Calendar Committee
- (2) **Impact of student-run course evaluation:** Recent negative comments from faculty about the student course evaluations were discussed. A committee will convene to work on revising the evaluations. A member of the Educational Policy Committee, Joan Thiel, will serve on that committee. This item should be revisited after that committee concludes their work.
- (3) **Honor Code:** The committee discussed the proposed Academic Honor Code and suggested revisions over several meetings. The committee endorsed the proposed code and developed a resolution of support for its passage by the Faculty Senate.
- (4) **Use of the incomplete grade:** A concern about the uneven use of the incomplete grade in the University was brought to the committee's attention. After review of the various schools regulations, it was concluded that the regulations were spelled out in the catalog and that each school might have differing needs in terms of the time required for a student to complete a course. The committee felt there was no need for uniform policy.
- (5) **Promotion of Academic Integrity:** The committee devoted a good deal of time to discussion of methods to promote academic honesty. Suggestions included the following:
 - All syllabi should explicitly state the importance of academic honesty and the sanctions for dishonesty
 - What constitutes dishonesty for a particular course should be made clear (ex. what is acceptable collaboration..)
 - Efforts to set up examinations in such a way as to minimize the possibility of cheating should be encouraged
 - Guides to promote academic honesty should be developed for faculty, teaching assistants and students.

- Special instruction for international students concerning cultural differences in academic honesty standards are necessary.

It was suggested that materials on promotion of academic integrity be developed for inclusion in the faculty handbook. Continued work on these materials and a proposal for inclusion in the Faculty Handbook is recommended. Time did not permit completion of this task in the 94-95 committee year. It is recommended that the 95-96 committee continue to study this matter.

(6) **Required course syllabi:** Student reports that course requirements and objectives are not made available by all instructors were discussed. There was discussion of the importance of course syllabi. Members submitted outlines of minimal syllabi requirements. In addition the model syllabus of the University Teaching Center was reviewed. The committee discussed developing a resolution to require written syllabi for all courses. It was suggested that the Faculty Handbook should require written syllabi in all courses. Time did not permit the completion of this resolution. It was recommended that the 95-96 Committee continue to study this matter.

Committee members:

Dennis Basara
Otto Bergmann
Mary Granger
Ali Kiper
Anthony Mastro
Pradeep Rau
Ann Romines
Joan Thiel
Branimir Vojcic

ex officio:

Robert Chernak
Roderick French
Matthew Gaglione
Gerald Johnston
Donald Lehman
Scott Mory
Fred Siegel
Daniel Small
Scott Stebelman

Submitted by:



Diane M. Brewer, Chair



DEPARTMENT OF CIVIL, MECHANICAL, AND ENVIRONMENTAL ENGINEERING

May 17, 1995

TO: Executive Committee
George Washington University

FROM: John Eftis, Past Chair
Faculty Senate Committee on Administrative Matters As They Affect The Faculty

SUBJECT: Report of the Committee, 1994-1995

The Committee met three times during the Fall Semester, 1994, and once at the beginning of the Spring Semester, 1995. Thereafter, because of scheduling conflicts, it proved difficult to obtain a sufficient number of available Committee members to establish a quorum for future meetings. In lieu of subsequent meetings, the Chair circulated to all officio and ex-officio members drafts of the two Resolutions and Committee Report on parking rates that ultimately emerged for comments, approval/disapproval.

During the course of the Committee meetings the following items were considered and the following actions taken:

1. The status of the prior Committee's Resolution Concerning Summer Enrollment Policies was investigated and resolved, requiring no further action.
2. The Committee explored the varying policies on smoking limitations that currently prevail throughout different units of the University, and discussed the desirability of having a uniform University-wide policy that would apply for all units. Because student dormitories are not considered to be workplaces, it was deemed advisable at this time to exclude dormitories from the proposed resolution because of the uncertainty of the University's legal office concerning questions about the legal rights of students to smoke in their own homes (dormitories) while attending the University. A Resolution on a University-Wide Policy For Non-Smoking (94/10) was presented to the Faculty Senate, amended and adopted on April 14, 1995.
3. In response to wide-spread (and often bitter) dissatisfaction expressed by virtually all University employees and students concerning the very high rates charged by the University for daily parking, the Committee sought to bring to light the current position of the

University's parking rates relative to the parking rates at the other metropolitan area universities, and of several large near-by non-academic institutions. A Resolution On Parking Rates together with an accompanying report was introduced at the Faculty Senate meeting on May 4, 1995. Consideration of and action on the Resolution was postponed until the first meeting of the 1995-1996 Faculty Senate in September.

Respectfully submitted

A handwritten signature in dark ink, appearing to read "John Eftis", with a stylized flourish at the end.

John Eftis
Past Chair for the Committee

ANNUAL REPORT OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

1994-1995 SESSION

The Executive Committee arranged the agenda for eight regular meetings and one special meeting during the 1994-1995 Session. A tabulation of resolutions passed by the Senate is attached. The response of President Trachtenberg will be distributed when available.

The Executive Committee referred a variety of matters for consideration and action to standing committees, including study of the University-wide review and renewal of research centers and institutes with a view towards ensuring faculty participation in these decisions; review of the rights and responsibilities of academic departments and programs with respect to the drafting of Departmental and program by-laws; consideration of the role of faculty, in the context of the Faculty Code, in decisions regarding accreditation reviews of schools and programs; consideration of the faculty role in appointment and reappointment of administrators; revision of the Faculty Code with respect to compulsory retirement age; review of a draft of the policy on conflict of interest, and review of a draft on the University's patent policy.

During the 1994-1995 session the Executive Committee arranged for the deliberation of thirteen resolutions, of which eleven were adopted; one recommitted; and one withdrawn by the committee introducing the resolution.

The Executive Committee also arranged for the presentation of a number of special reports to the Senate. The topics were campus security (Ms. Lolita Armstrong, University Police); the migration plan and other University projects (Vice President and Treasurer Katz); recruitment and retention of minority and women faculty (Vice President French); proposed conflict of interest policy (Associate Vice President Lehman); faculty salaries for FY 94-95 (Appointment, Salary and Promotion Policy Committee Chair, Professor Griffith).

In May, 1994, in accordance with the Faculty Code, The Executive Committee was notified of an administrative nonconcurrence in the Arts and Sciences. The Executive Committee advised that the Dean had presented "compelling reasons" and had provided "supporting reasons." The Department declined to withdraw its recommendation and the case was forwarded to the Board of Trustees which upheld the administrative nonconcurrence.

The Executive Committee received faculty grievances in the Graduate School of Education and Human Development, in the School of Engineering and Applied Science, in the School of Medicine; and in the Columbian School of Arts and Sciences. In each case, the Executive Committee made inquiries and appointed Special Mediators.

In the case in the School of Education, one issue has been addressed by the Hearing Committee and a hearing on the second issue is scheduled. A hearing has been scheduled in the case from the Medical School.

In January, 1995, the Executive Committee was alerted to concerns on the part of the Medical Center faculty and administration with respect to the Faculty Code and how it relates to the special needs of the Medical Center with respect to a variety of faculty appointments. To address these concerns a study group which includes a representative from the Faculty Senate Executive Committee and a representative from the Professional Ethics and Academic Freedom Committee, as well as Medical Center faculty and administrators, was formed by Vice President French.

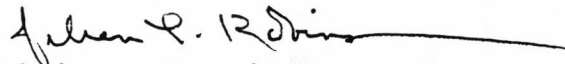
In January, 1995, a matter directly related to faculty rights as specified by the Faculty Code, which had emerged in October of 1993 was finally brought to closure. Through a second solution on administrative nonconcurrences, in February, 1994, the Board of Trustees reiterated its desire to relinquish its role of final appeal in cases of administrative nonconcurrences with faculty personnel recommendations. The Board called upon the faculty and administration to develop an alternative process.

Accordingly, the Senate Executive Committee appointed five faculty members and Vice President French appointed two Deans to serve on an ad hoc committee. At the request of the Executive Committee, Vice President French joined the ad hoc committee. The group met five times during the Spring 1994 semester (two meetings were attended by President Trachtenberg) but was unable to reach a consensus. The Executive Committee brought the issue to the Senate on three different occasions, including at a special meeting. No further meetings were held with the administration, and during the summer months negotiations were continued via an exchange of memoranda between Vice President French and the Executive Committee, acting on its behalf and that of the faculty members of the ad hoc committee.

In October, 1994, the Executive Committee presented Resolution 94/2 which represented a solution acceptable to the Executive Committee and the Administration. The resolution provided for retention of the present system, i.e., final resolution of nonconcurrences by the Board of Trustees, while providing an additional option to the recommending faculty group of presenting their case for decision to the President of the University. The resolution was passed by the Senate, and, upon request of the Executive Committee, the Committee on Professional Ethics and Academic Freedom provided changes to the Faculty Code necessitated by Resolution 94/2. The Board of Trustees approved that resolution at its February, 1995, meeting.

The 1994-1995 Session of the Faculty Senate, as a whole and through its committees, has considered and dealt with matters central to the success of faculty governance. The Executive Committee is deeply grateful to Faculty Senate members and colleagues throughout the University for their dedication, support, and hard work. The Committee also extends special thanks to Ms. Doris Trone and Ms. Susan Campbell for their contribution to the realization of the goals of the Faculty Senate. Their efficiency, effectiveness and sustained conscientiousness are greatly appreciated.

Respectfully submitted,



Lilien F. Robinson
Chair, Executive Committee of the
Faculty Senate

Members of the Executive Committee:

John G. Boswell
Mervyn L. Elgart
Ernest J. Englander
Robert J. Harrington
Gerald P. Johnston
Joseph Pelzman

ex officio:

Stephen Joel Trachtenberg, President

RESOLUTIONS 1994-95 SESSION

Resolution No.	Meeting	Title of Resolution	Action	Remarks and/or Committee Referral Response of the Administration
94/1	9/9/94	A Resolution to Provide Voluntary Retirement Opportunities and Incentives to Faculty	Recommitted 9/9/94	
94/2	10/14/94	A Resolution on Administrative Noncon- currences with Faculty Recommendations	Adopted, as amended, 10/14/94	
94/3	11/11/94	A Resolution to Recommend the Establish- ment of a Joint Faculty-Administration Task Force on Retirement Opportunities and Incentives to Faculty (Substitute)	Adopted, as amended, 11/11/94	
94/4	11/11/94	A Resolution on the Strategic Plan for Research	Postponed, 11/11/94	Postponed to December 9, 1994, Senate meeting
	12/9/94	A Resolution on the Strategic Plan for Research (Substitute)	Adopted 12/9/94	
94/5	1/20/95	A Resolution to Amend the <u>Faculty Code</u> Relating to Administrative Nonconcur- rences with Faculty Recommendations	Adopted, as amended, 1/20/95	Approved by Board of Trustees February 2, 1995
94/6	2/10/95	A Resolution to Recommend the Adoption of a Uniform Financial Performance Model	Adopted 2/10/95	
94/7	3/10/95	A Resolution Reaffirming the <u>Faculty</u> <u>Code Provisions Regarding Conferral</u> <u>of Tenure</u>	Withdrawn 3/10/95	Withdrawn for further study by the Professional Ethics and Academic Freedom Committee
(continued)				

RESOLUTIONS 1994-95 SESSION

Resolution No.	Meeting	Title of Resolution	Action	Remarks and/or Committee Referral Response of the Administration
94/8	3/10/95	A Resolution Regarding the Proposed Academic Honor Code	Adopted, as amended, 3/10/95	
94/9	3/10/95	A Resolution on Final Examination Conflicts	Adopted, as amended, 3/10/95	
94/10	4/14/95	A Resolution on a University-Wide Policy for Non-Smoking	Adopted, as amended, 4/14/95	
94/11	4/14/95	A Resolution of Appreciation for Professor Stefan O. Schiff	Adopted by Acclamation, 4/14/95	
94/12	4/14/95	A Resolution of Appreciation for Professor Lilien F. Robinson	Adopted by Acclamation, 4/14/95	
94/13	4/28/95 Special Meeting	A Resolution Regarding a Policy on Conflict of Interest in Federally Funded Research	Adopted, as Amended 4/28/95	

A TRIBUTE TO JOHN ANDREW FREY
PROFESSOR OF ROMANCE LANGUAGES

Professor Frey retires this year to become Emeritus Professor of Romance Languages. He earned his Ph.D. in 1957 from the Catholic University of America and continues to be an active scholar and citizen of academia. Among his numerous publications are two book-length studies, one titled The Aesthetics of the Rougon-Macquart, a study of Emile Zola's monumental work and the other which examines a collection of poetry by Victor Hugo, "Les Contemplations, The Ash Wednesday Liturgy. In 1991 he was awarded the first Oscar and Soshanna Tractenberg Prize for Teaching Excellence. Never content to remain intellectually the same, he has lectured widely, and most recent during a tour of universities in England.

Professor Frey served eight years in the Faculty Senate. Under his chairmanship the Department of Romance Languages grew considerably to boast a full complement of faculty and courses including an expansion of the Latin American component and some courses in Rumanian and Portuguese. I personally benefitted from his early mentoring.

Professor Frey is admired and respect by his colleagues, and although he is retiring, he continues to be an inspiration. We wish him all the best in this next phase of his life.

Yvonne Captain
Associate Professor of Spanish

Faculty Senate Meeting
May 4, 1995

A Tribute to Ben Burdetsky
Professor of Personnel and Labor Relations

This year marks Professor Burdetsky's second retirement from an active and distinguished career. He joined the full-time faculty of The George Washington University in 1977 after 25 years of service in the federal government. During that period he served for four years as the Deputy Assistant Secretary of Labor for Employment and Training and seven years as the Deputy Commissioner of the U.S. Bureau of Labor Statistics.

Professor Burdetsky joined the GW faculty as he was completing his Ph.D. at the American University. Born in Philadelphia and a proud native of the city, he received his B.S. and M.S. degrees from Temple University. Just as impressive as was his public career, Professor Burdetsky's 28 years at GW were marked by numerous contributions to his students and his colleagues. His informal career began with a one-year stint in Philadelphia Public Schools in 1954 and continued with his nearly three decades of devotion to his students. Although he loves the classroom, he has worked hard with his students out of class to help start and develop their careers.

This human concern is extended to his colleagues for whom he worked in both official and unofficial capacities for many years to make their lives at GW better ones. Professor Burdetsky chaired the Department of Business Administration from 1980 to 1984, served as Associate Dean of SGBA from 1984 to 1987, Acting Dean of the new School of Business and Public Management from 1988 to 1989, and, finally, the first Dean of SBPM from 1989 to 1992. After leaving "Dean's Row," Professor Burdetsky returned to full-time teaching. He served on the Faculty Senate as Dean from 1988 to 1992 and was elected to represent SBPM from 1992 to 1993.

Professor Burdetsky becomes Emeritus Professor of Personnel and Labor Relations and he continues his active schedule of speaking to meetings of business, labor, and the academic community and consulting on matters relating to business and government programs and operations domestically and overseas. He will retain his active involvement with the GW community as director of the SBPM Labor-Management Institute which he founded in 1982. In January 1995, Dean F. David Fowler announced that it was being renamed the Burdetsky Labor-Management Institute.

At his retirement, Professor Burdetsky is fondly remembered for his love of teaching, his dedication to his students and colleagues, and his unabashed love and support for sports in all of its shapes and forms.

Ernie Englander
Associate Professor of Business and
Public Policy

Faculty Senate Meeting
May 4, 1995

A Tribute to Rodney Eldridge
Professor of International Finance

Professor Eldridge is retiring this year after spending his entire academic career of 28 years at the George Washington University. He joined the faculty of the Department of Business Administration in 1967 after completing his Ph.D. at Columbia University. He earned his B.A. and M.S. degrees at the University of Vermont.

Professor Eldridge taught international finance to many generations of MBA students and is widely respected as a teacher. His colleagues admire his calm, yet sturdy demeanor and he is highly respected in the School for his judgement and wisdom about issues over which the School debated in the 1980s. He served for many years on the Department of Business Administration's Appointment, Promotion, and Tenure Committee and was the first chair of the International Business Department after the reorganization of the School.

He represented the School of Government and Business Administration in the Faculty Senate for six continuous years from 1981 through 1987. During that period he chaired the Senate Appointment, Salary and Promotions Committee and the Fiscal Planning and Budget Committees. He also served on the University Coordinated Planning Committee in the final years of President Elliott's term of office.

Professor Eldridge will become Emeritus Professor of International Finance upon his retirement from the active faculty.

Ernie Englander
Associate Professor of Business and
Public Policy

Faculty Senate Meeting
May 4, 1995

A TRIBUTE TO DONALD GROSS
PROFESSOR OF OPERATIONS RESEARCH

Donald Gross received the Bachelor of Science degree (Mechanical - Aeronautical Engineering) from Carnegie Mellon University in 1956. He then engaged in graduate studies at Cornell University receiving the MSc and the PhD (Operations Research) in 1959 and 1962, respectively.

Upon graduation Dr. Gross took a position as operations research analyst with ARCO, Los Angeles. From 1962-1963 he was granted leave to serve as First Lieutenant in the U. S. Army Signal Corps, returning to his position with ARCO, this time in Philadelphia.

In 1965 Dr. Gross joined the faculty of the School of Engineering and Applied Science of the George Washington University as Assistant Professor in Engineering Administration. He rose to Associate Professor, joining in the establishment of the Department of Operations Research in 1970. He was appointed Professor in 1974 and served as Chairman of that Department from 1976 to 1988, being granted leave of absence to take up a post with the National Science Foundation. In 1990 he was called to serve the University as Acting Dean of SEAS and subsequently as Associate Vice President for Research and Graduate Studies. In September 1993 he resumed his full-time teaching and research.

Dr. Gross is the author of many technical papers and co-author with C. M. Harris of the book "Fundamentals of Queuing Theory," published by John Wiley and Sons, New York. He is a registered Professional Engineer in the District of Columbia.

Donald Gross achieved national recognition through his professional activities. He served in various leadership positions of the Operations Research Society of America, being elected President of the national society for 1989-1990.

He leaves with our high regard and best wishes.

Walter K. Kahn
Professor of Engineering
and Applied Science

Faculty Senate Meeting
May 4, 1995

A TRIBUTE TO JOHN EFTIS
PROFESSOR OF ENGINEERING
AND APPLIED SCIENCE

John Eftis received his undergraduate degree, Bachelor of Civil Engineering, from The City College of The City University of New York in 1952. He took a position with Porter, Uquhart, Skidmore, Owings and Merrill, consulting Engineers. He saw military service with the U.S. Army 29th Engineer Battalion, Tokyo, Japan, 1954-1956. While gaining practical experience with a number of engineering firms, he also continued his studies at Columbia University, receiving the Master of Science degree in Civil Engineering in 1958.

In 1962 John Eftis joined the faculty of the George Washington University as Assistant Professor of Engineering and Applied Science. From 1964 to 1967 he was the recipient of NASA Doctoral Fellowships for full-time study at the George Washington University leading to the Doctor of Science degree. Dr. Eftis was then again appointed to the GW faculty, Associate Professor 1967-1974, and Professor 1974 to date. He is a Licenced Professional Engineer in the Commonwealth of Virginia.

Professor Eftis developed course in mechanics and elasticity. His special contribution to graduate engineering education in SEAS is a series of courses dealing with applied mathematical methods in engineering. He is the author and co-author of over fifty technical papers with colleagues and students, many concentrating in the area of material fatigue and fracture.

Professor Eftis was a member of the Faculty Senate 1994-1995 and served as chair of the Senate Committee on Administrative Matters as They Affect the Faculty.

He leaves with our high regard and best wishes.

Walter K. Kahn
Professor of Engineering
and Applied Science

Faculty Senate Meeting
May 4, 1995

A TRIBUTE TO ALI M. KIPER

Professor of Engineering

Professor Kiper joined the Faculty of Engineering at The George Washington University in 1967 as an Associate Professor of Mechanical Engineering, after four years as an Assistant Professor at Drexel University. He holds M.S. and Ph.D. degrees in Mechanical Engineering from Purdue University. While serving as a Research and Teaching Assistant at the Technical University of Istanbul in 1952, Professor Kiper was the recipient of a Fulbright Grant that brought him to Purdue University to continue and complete his graduate studies.

Professor Kiper's professional engineering experience has primarily been in the areas of energy and power development. He has served as consultant to numerous private corporate and Government engineering organizations, including Bechtel Power Corporation, National Institute of Science and Technology, Department of Energy, Los Alamos Scientific Laboratory, Department of Housing and Urban Development and The Office of Energy Related Inventions. Between 1975-1992 Professor Kiper has been principal investigator of several research grants from the NASA Goddard Space Flight Center and the Energy Research and Development Administration.

Professor Kiper has been a faculty member at The George Washington University for twenty-eight years, during which he served as Chairman of the Department of Civil, Mechanical and Environmental Engineering from 1988-1992. He was instrumental in preparing the Department for a successful visit and accreditation action by the Accrediting Board of Engineering Technologies in 1991. For many years Professor Kiper assumed primary responsibility for the development of the undergraduate and graduate curriculums in the areas of Energy, Fluid Mechanics and Thermal Sciences. Over the course of twenty-eight years he has served as a member of many departmental and school-wide committees. He also served as a member of the Faculty Senate for the academic year 1980-1981.

Professor Kiper is held in high esteem and affection by his colleagues and by his students. We wish him well as he enters this next phase of an active life.

John Eftis

Professor of Engineering and Applied Science

May 4, 1995

Faculty Senate Meeting

A TRIBUTE TO ROBERT GOULARD

Professor of Engineering

After serving as a faculty member from 1954 to 1975 holding the ranks of Instructor to Professor at the School of Aeronautical and Engineering Sciences of Purdue University, **Professor Goulard** joined the Faculty of the School of Engineering at The George Washington University as Professor of Engineering and Applied Science. He received his engineering training at the Ecole Nationale Supérieure de L'Aéronautique in Paris, and at Purdue University where he received his Ph.D.

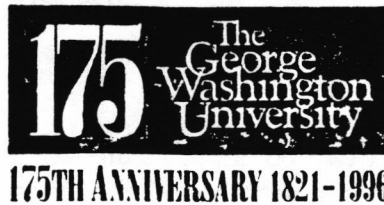
Professor Goulard has been active with his Department and School, serving for many years as Chair for the curriculum in aeronautics and astronautics in conjunction with the Department's Joint Institute for Aeronautics and Flight Sciences at the NASA Langley Research Center. He served for two summers as the Faculty in Residence for the Washington Internships for Students in Engineering Program. He also served as a member of the Faculty Senate for two years from 1992-1994.

During his forty years as a faculty member, **Professor Goulard** has been active in the technical world outside of his home university. In 1962, he was a Visiting Fellow at the Joint Institute for Laboratory Astrophysics at Boulder, Colorado. In 1972, Professor Goulard went to the Soviet Union as an Exchange Scientist under the auspices of the Academy of Science of the USSR. In 1981, Professor Goulard spent time as a Visiting Scholar at the ME Department of the University of California at Berkeley. In 1986 and 1992, he served as Program Manager for both the National Science Foundation (Combustion and Thermal Plasmas programs), and the Air Force Office of Scientific Research (hypersonic flow program). Professor Goulard was the recipient of ASEE-NAVY Summer Faculty Research Fellowships at the Naval Research Laboratory in 1989 and 1990. He has also acted as a consultant to many organizations including the AGARD Group of NATO, the NASA-Marshall Space Flight Center, the National Science Foundation and the General Motors Defense Research Laboratories.

His departure from the CMEE Department will be sorely missed. We wish him well in his coming endeavors.

John Eftis
Professor of Engineering and Applied Science

May 4, 1995
Faculty Senate Meeting



May 4, 1995

TO: The Faculty Senate

FROM: Roderick S. French
Vice President for Academic Affairs

RE: Addendum to Report on Recruitment and Retention of Minority & Women Faculty

When I presented my annual report on this subject to the Faculty Senate at its February meeting I did not yet have in hand the reports from the Deans on the special activities which they and their faculties have undertaken in this connection. In the meantime I have received concrete statements from all of the Deans. The texts of their reports on this heading are reproduced below. I think you will agree with me that our colleagues throughout the University have addressed themselves aggressively to the achievement of the University's goals with respect to recruitment and retention of minority and women faculty.

COLUMBIAN COLLEGE AND GRADUATE SCHOOL OF ARTS AND SCIENCES

The deans of Arts and Sciences have reviewed their recent experience with recruitment and retention of minorities and women. They are moderately pleased with progress in the last four recruitment seasons; "what works" in Arts and Sciences -- and what GW should continue to pursue intently -- appears to be:

- clear reminders to search committees by deans and department chairs that "short lists" for all positions should include qualified women and minority members, to assure fullest possible consideration and potential interview (especially important for women faculty)
- identification of "targets of opportunity": departments location of scholars not in the job market who would fit well with GW's programs and who might be induced to move to Washington (especially important for minority faculty)
- Commitment by University leadership that is widely and regularly stated (e.g. in annual memoranda on recruitment) and appropriate follow-through including funding, when strong candidates are identified

Retention becomes an issue at two points in faculty careers. At the top, talented minority and women scholars are sometimes sought by other universities. Recent experience shows that retention in such cases requires meeting outside offers with appropriate packages of increased salary and support for scholarly or creative work. Deans need to plan use of resources to accommodate these possibilities.

The point when retention becomes an issue is the tenure decision. GW needs to do everything possible to assure that minority and women candidates for tenure have every chance to understand completely, and to be able to meet, standards for the award of tenure. Chairs have primary responsibility for guidance of that sort, and more detached support and advice may be helpful. Next year I plan to convene personally women faculty in Arts and Sciences; the group itself will decide whether to meet on a regular -- e.g. semesterly -- basis, whether to plan one-on-one mentoring relationships, or some combination of the two modes.

Because all these practices, as well as results of recruitment and retention, need monitoring, the Dean has appointed an ad hoc committee of Arts and Sciences faculty to meet at least once each semester beginning in 1995, to review progress and practices that might insure still greater success.

Linda B. Salamon
Dean

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ELLIOTT SCHOOL OF INTERNATIONAL AFFAIRS

The school has done extremely well with regard to women faculty. It has done somewhat less well with regard to minority faculty, largely, I think, because of the relatively small number of minority scholars in the pool of candidates for faculty appointments.

Women

At present, the Elliott School has twenty-eight budgeted faculty, with two additional positions vacant. Of the twenty-eight, five (18%) are women.

The women on our faculty represent an even higher proportion of our recent hires. Of the last seven searches completed by the school, four (57%) resulted in the appointment of women, in those seven searches, women accounted for twelve of the thirty-two candidates interviewed, or 38%.

At present, I see no unusual problems in retaining our women faculty. Two of them are already tenured. As for the two tenure-accruing faculty, they have been given reduced teaching loads to enable them to maintain an active engagement in publishable research.

Minorities

Of the Elliott School's twenty-eight regular budgeted faculty, only two (or 7%) are minorities, one Asian male and one Asian female. These two relatively new faculty members represent a somewhat larger proportion of our recent hires: 29% of the seven faculty appointed in the last two years.

Minorities have accounted for a significant proportion of those interviewed in the searches completed over the last two years, although slightly smaller than the proportion of women. Of the thirty-two candidates interviewed, ten (or 31%) were minorities. However, these minority candidates were predominantly of Asian ancestry. Of the ten minority interviewees, one was Hispanic, three were of South Asian ancestry, and six were of East Asian background.

As the Advisory Group on Recruitment and Retention of Minority and Women Faculty pointed out, the small number of minorities on our regular faculty can be supplemented by the appointment of minorities to visiting and non-regular positions. At present, the Elliott School has two such appointments.

Searches Underway

The data reported above concern only those searches undertaken and completed in the previous two academic years. At present, we have two additional searches underway, both in the political science department and both in our Security Policy Studies Program. Neither search has yet come to closure.

The first search generated three candidates deemed worthy of being interviewed. All three were white males. Noting this, I instructed the search committee to ensure that the best of the qualified women and minority candidates were included among those to be interviewed for the second position. Of the five selected for interviews, two were women, but none was a minority.

Prospects

I think that the number of women and Asians in the pool of doctoral candidates and junior faculty in international affairs is now sufficiently large that they will be well represented on the Elliott School's faculty in the future.

I am concerned, however, about the absence of highly qualified African-Americans and Hispanics in the pool of scholars of international affairs. Very few are appearing among the applications for faculty positions in the School, let alone among those actually interviewed.

There are four ways that the university can play its part in increasing that pool:

- First, our doctoral programs need to make every effort to recruit and retain promising minority students.

- Second, our own faculty can encourage the best minority students in our undergraduate and master's degree programs to consider academic careers.
- Third, I am pleased to report that the Elliott School, along with the four other members of the Association of Professional Schools of International Affairs in the Washington area, will be organizing an unprecedented summer program for minority college students, especially those from predominantly black and Hispanic colleges and universities. We will be jointly sponsoring a four-week summer workshop, designed to interest talented minority students in professional master's programs in international affairs. Of these, some may eventually choose an academic career.
- Finally, the Elliott School can use its exchange program with Hampton University to encourage promising students to consider careers in academics.

Harry Harding
Dean

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GRADUATE SCHOOL OF EDUCATION AND HUMAN DEVELOPMENT

As a school we have historically hired and retained a sizeable percentage of female faculty. While our track record with minorities is not equally impressive, in comparison with other schools within the university we have had a respectable number of representatives from minority groups.

However, we continue to work to increase the number of minority and women faculty whom we hire and, of course, expect to retain. As a school we have used the following strategies:

Recruitment and Hiring

Each GSEHD search committee is required to include at least one member of the committee who is a member of a minority group. In addition, members of the community are added to our search committees as non-voting members. By diversifying our search committees we hope to take advantage of the networks to which each member of the search committee has access. In effect, we attempt to cast a broad personal net that is meant to yield a strong pool of candidates who are likely to be women and/or members of minority groups.

In approving search plans the dean's office looks for evidence in the advertising process that the search committee is actively seeking candidates from under-represented groups. In addition to advertisements in the usual newsletters and The Chronicle of Higher Education, the search committees frequently sends mailings to members of groups within large professional

organizations that are focused on the concerns of members of minority groups. They also do special mailings to universities that serve traditionally under-represented groups.

In some cases we have been successful in "growing our own." We have provided support to members of minority groups who return to school to earn advanced degrees or come to us from senior level positions in education. These individuals are then able to compete successfully for positions when we do hire new faculty.

When targeting positions for conversion from contract to tenure track we have historically tried to identify lines that had a strong likelihood of attracting a significant pool of members of minority groups. Advertising a position as tenure track increases the likelihood of a strong, diverse pool of applicants.

Retention

In GSEHD retention includes not only direct support for women and members of minority groups but also creating an environment that supports people staying on our faculty. We make every effort to ensure that the larger faculty are aware that creating a climate of welcome is critical to retention of women and members of minority groups.

For the past two years we have had a system of mentoring of new faculty. When a new faculty member is hired he/she receives a letter explaining the mentoring process and inviting him/her to meet with the chair to decide upon an appropriate mentor. An essential component in the mentoring process is the expectation that support for new faculty is the responsibility of all members of the department and the school. Mentorship is shared responsibility with one faculty member taking the lead to ensure that a variety of support structures are provided.

Each new faculty member is invited to prepare a Faculty Development/Learning Plan by the close of his/her first year of employment in the university. This plan is developed in the department and is expected to focus on learnings identified as important by the new faculty member. The chair signs off on the plan and helps the new faculty member identify resources for implementing the plan.

Each new faculty member is quickly pulled into the development activities of the school. New faculty are encouraged to serve on department and school committees. In this way the new faculty member becomes an integral part of the work of the School.

Through our salary equity project we are trying to address the ongoing concerns about fairness in compensation. Salary equity is of special concern in our school since we have a faculty that is majority female.

Faculty travel money is available through the dean's office for travel to conferences at which the faculty member is presenting or for which he/she has a significant governance obligation.

Each chair meets with each faculty member to review the annual evaluation conducted by the chair and the dean. At this time there is opportunity for the new faculty member to raise concerns and request additional support.

Mary Futrell
Interim Dean

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NATIONAL LAW CENTER

Recruitment

The Appointments Committee of the law school combed through the resumes submitted to the law schools by the Association of American Law Schools, seeking qualified candidates for our open positions. Today virtually all individuals interested in entering the teaching market submit resumes and fill out a question sheet to register with the Association.

Our committee members then meet with promising candidates. Heavy emphasis is placed on meeting minority candidates and women candidates. Because the pool is small, virtually every possible minority candidate is considered.

The committee then determines which candidates to invite to make presentations at our school and to meet the members of the faculty. A number of women were invited as well as three minority candidates, one of whom took another position prior to making a visit. After the presentations, faculty formally submit their evaluations to the committee. If the evaluations are favorable, the committee has the candidates placed on the faculty-meeting agenda for a formal discussion and vote.

We had four positions to fill. An offer was made to one African-American woman. Another offer was made to a Caucasian woman. Two other offers were made to Caucasian men. Both women and one of the men turned down our offers in favor of other institutions. One of the men accepted. The positions were filled, therefore, by visitors, one of whom is an African-American male and the other two of whom are Caucasian males.

In addition to the above, we had one visiting professor this year, a woman, whom the faculty offered a regular position.

Retention

The law school's overall retention rate has been quite high. We have lost but three faculty members to other schools during the past six and one-half year. One was female. She was replaced by a female from another school. Of course, we did have a number of retirements, and

two others left for personal reasons. Both of those who left (more than three years ago) were female but, as it turned out, they were both replaced by female candidates.

With regard to our current women and minority faculty members, we believe that they are treated fairly and are major participants in all faculty activities. We have tried, with success, not to overwhelm those who are still untenured with committee duties.

Jack A. Friedenthal
Dean

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SCHOOL OF BUSINESS AND PUBLIC MANAGEMENT

The diversity of our student population and the global business environment in which we seek to have an impact encourage us to foster faculty diversity. We are eager to participate in the University's goal to make the George Washington University a model of cultural diversity and each academic year we take incremental steps to further this goal.

One of our strategic objectives under Goal One of SBPM's Three-Year Plan is to "Increase significantly the number of minority faculty members over the next three years [and] continue to strive for better gender balance." By including these objectives in our Three Year Plan, Departments now must relate their own Departmental plans and objective to the school-wide effort. This will become part of their Departmental Annual Reports to the Dean.

Dean's Office Actions

The Dean's Office has focused on two general activities to support University efforts to make The George Washington University a model of cultural diversity. First, in the area of recruitment and second, in the area of faculty retention.

The Dean's Office distributed a list of recent minority and women Ph.D. graduates to Department Chairs to use for the current year recruitment activities. Chairs were asked to send position announcements to any person on the list who appeared to meet hiring qualifications.

Our efforts to hire women and minorities over the last few years have contributed to a more balanced faculty mix in our new hire/junior faculty ranks where 11 of 23 assistant professors are female and/or are minorities.

Last year the Senior Associate Dean met with each assistant professor to review individual progress towards tenure and to assess what additional support could be provided by their departments or the Dean's Office. Particular attention was given to women and minority faculty members. This year the Senior Associate Dean will meet with ten faculty hired for AY 1994-95 to review their first year, identify needs and develop, in conjunction with their Chairs, an action

plan to assist them in their teaching and research efforts. In addition, in conformance with school policy, departmental APT committees meet each year with all tenure-track faculty to review their progress and make recommendations for areas of improvement.

All faculty in SBPM are required to file annual development plans with their annual reports. The plans provide the chairs and deans an opportunity to review the progress and future plans of the faculty and have led to individual faculty meetings, when appropriate, to assist the faculty to focus on their development.

Accountancy

The Department of Accountancy successfully recruited a woman for a tenure-track faculty position beginning academic year 1994-95. The department made a special effort to recruit a woman to fill the vacancy; all five finalists for this position were women.

The department is currently recruiting for a full-time position and departmental efforts to diversify are evident as the following are included among the eight finalists: two African-American females; two Chinese males; one Korean female; one African-American male (a former SBPM Accountancy student); and, one Indian male. The Department Chair contacted the two African-American female professors. Neither professor responded to the recruitment effort but the department will pursue them further if one of the five finalists does not emerge as a viable candidate.

Finance

Last spring the Finance Department hired a woman; one other female was included among the three qualified candidates.

With the assistance of a faculty member, the Department Chair actively recruited an African-American male for a tenure-track position beginning AY 1995-96. The department has set a policy that 50% of candidates interviewed for a vacancy be from a minority group while keeping within the departmental guidelines that a candidate have teaching experience and possess a Ph.D.

Health Services Management and Policy

HSMP sends the National Association of Health Services Executives (a minority association) information about faculty vacancies within the department.

International Business

The Department of International Business recruited an Asian male last year. This year they recruited a woman as a visiting professor for AY 1995-96. A second visiting professor position has been filled by a Tunisian male.

Management Science

Last year Management Science was successful in recruiting an Indian male. The department is currently recruiting for three positions. Their efforts include placing advertisements in Black Issues in Higher Education and on the APN (an internet posting available world wide) and sending advertisement letters to all AACSB accredited schools with graduate programs as well as to individuals listed in the Minority and Women Doctoral Directory.

Public Administration

In an effort to fill tenure-track faculty and visiting professor positions within the Public Administration Department, the Chair sent personal letters to all female and minority Public Administration Ph.D. graduates. This led to a finalist candidate-pool of two women and one African-American male. The African-American male accepted a position at another university, however, one female candidate accepted the tenure-track position for AY 1995-96.

Strategic Management and Public Policy

SMPP offered a visiting faculty position to an African-American female in the Spring of 1994. The offer was refused. The position was filled by an Asian male. The Department did hire an African-American female to fill a one-year visiting professor position and the offer has been extended and accepted for a second academic year (1995-96).

F. David Fowler
Dean

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SCHOOL OF ENGINEERING AND APPLIED SCIENCES

Last year we hired two professors, one of which was a woman. This year, if new hires are approved, we will continue to seek more women and minority faculty. We regularly advertise in professional publications which are targeted at these groups. Because of the shortage of qualified minority candidates for positions on the engineering faculty, we are seldom successful in their recruitment, no matter how diligent our efforts. We also stand to lose some of our minority and women faculty each time we are asked to effect a reduction in force. Note that under the voluntary separation program, the School lost its only minority full professor.

We will be posting a request for the Welling Professorship for which we have a highly qualified minority candidate. If approved, we shall at least have one distinguished minority professor.

Gideon Frieder
Dean

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THE SCHOOL OF MEDICINE AND HEALTH SCIENCES

The School of Medicine has made significant advances. For example:

This past year, the Medical Center Faculty Senate considered and redesigned the mechanism by which we appoint search committees for Chairs. We give prominence to excellence and diversity. (I can assure you that I have been bombarded with a few angry letters from faculty who think our interest in diversity is only for political correctness and therefore inappropriate!)

In the beginning of each search process, the Vice President and the Dean meet with the search committee. I can assure you that in the case of the three most recent searches, the committee was specifically and repeatedly urged to seek out female candidates. The number of minority faculty is very small, and of that group the number at Chair levels is tiny. (Nonetheless, we must continue to make that argument!)

In the proceedings of the ongoing committee searching for a Chair of Pharmacology, the chairman of the committee has publicly stated that they will submit three names to the Vice President, at least one of whom will be a woman.

Our activities directed toward retention of faculty has been less direct but I think no less positive. I met with all women faculty in the tenure and the nontenure stream to answer questions about promotion and tenure decision. That was only a beginning. We must further develop those efforts.

Finally the Association of American Medical Colleges has an organization of women liaison officers (WLO). I have asked Dr. Patience White to reconsider the SMHS's organizational structure. I am expecting to hear from Dr. White shortly with a proposal for a revived WLO and a new organization of women faculty that that person would lead and encourage.

Robert I. Keimowitz
Dean

REPORT OF THE EXECUTIVE COMMITTEE

MAY 4, 1995

JOSEPH PELZMAN, CHAIR

I would like to welcome the new members of the Senate. I look forward to working with all of you. I also wish to thank President Trachtenberg for providing refreshments at this meeting.

On behalf of the Executive Committee, I have the following report:

I. RELOCATION OF FACULTY SENATE MEETING PLACE FOR 1995-96 ACADEMIC YEAR

Because of the renovation in Lisner Hall, Professor Pelzman said that the Executive Committee has been informed by Vice President French that the Faculty Senate will not have access to Lisner Hall, Room 603, for the coming year, and Vice President French suggested that the Senate meet in Marvin Center. Professor Pelzman said that the Executive Committee has declined the use of Marvin Center, stating that it would prefer the use of the GW Room (Visitor's Center) as a more appropriate place for Faculty Senate meetings, although this might require changing Senate meeting days from Fridays to Thursdays. Professor Pelzman invited responses from the Senate on this question.

Vice President French pointed out that Fridays were the heaviest days of business at the Visitor's Center from prospective students and their parents and, therefore, it did not seem to be in the University's best self-interest to dislocate that operation. He said that the administration planned to arrange Room 405 of the Marvin Center for the use of the Faculty Senate, and that he would be hard-pressed to think of a room of similar caliber and quality that could be made available.

Professor Smith said that he anticipated that there would be a lot of class time on Thursdays, and Professor Gupta also noted that Fridays have been designated as Senate days. Professor Kahn suggested that a Moot Court in the Law Center might be a possibility. Professor Pelzman said that, if an alternative location other than Marvin Center can be found, then it would be possible to maintain the Friday meeting dates.

Professor Robinson recommended that the Executive Committee work with the President in resolving this situation, and the President said that he would be happy to look for an alternative place.

Professor Pelzman, on behalf of the Executive Committee, agreed to work with President Trachtenberg to find an appropriate alternative to Marvin Center for Faculty Senate meetings for the 1995-96 academic year.

II. RESOLUTIONS

The Faculty Senate acted upon thirteen resolutions during the 1994-95 Session; these resolutions have been forwarded to the President for his response.

III. SPECIAL MEETING OF THE FACULTY SENATE, APRIL 28, 1995

At its Special Meeting the Faculty Senate approved a Policy on Conflict of Interest in Federally Funded Research (Resolution 94/13). The Policy adopted by the Senate, as amended, has been distributed at this meeting, and will be circulated with the minutes of the April 28th Special Senate Meeting.

IV. GRIEVANCES

A grievance from the School of Arts and Sciences has been received by the Executive Committee. The Executive Committee will proceed as soon as possible to take up this matter.

V. NONCONCURRENCES

The Executive Committee is considering an administrative personnel action which may be a nonconcurrence with faculty recommendations. A memorandum to that effect has been transmitted to the Vice President, and the Executive Committee will act upon it as soon as it hears from Vice President French.

VI. ANNUAL REPORTS

Chairs of Senate Standing Committees for the 1994-95 Session who have not yet submitted Annual Reports of their respective Committees are asked to do so for distribution with the minutes of today's meeting. The Executive Committee is hopeful that the new Committees will begin their work as soon as possible and hopefully by the beginning of the fall semester. Mission Statements for each Committee will be sent to Committee Chairs from the Senate Office in due course.

I wish to extend my best wishes to the Senate members for a healthy, happy and productive summer. The next regular Senate meeting is September 15, 1995.

Thank you.

FACULTY SENATE COMMITTEES
1995-96 Session

STANDING COMMITTEE CHAIRS*
1995-96

EXEC. CTE.
LIAISON

- | | | |
|-----|---|-----------|
| 1. | ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY
Chair, Professor Robert E. Park | Pelzman |
| 2. | ADMISSIONS POLICY, STUDENT FINANCIAL AID, AND
ENROLLMENT MANAGEMENT
Chair, Professor Kurt J. Darr | Elgart |
| 3. | APPOINTMENT, SALARY, AND PROMOTION POLICIES
Chair, Professor William B. Griffith | Boswell |
| 4. | ATHLETICS AND RECREATION
Chair, Professor David E. Silber | Boswell |
| 5. | EDUCATIONAL POLICY
Chair, Professor Diane M. Brewer | Solomon |
| 6. | FACULTY DEVELOPMENT AND SUPPORT
Chair, Professor Murli M. Gupta | Elgart |
| 7. | FISCAL PLANNING AND BUDGETING
Chair, Professor Anthony M. Yezer | Pelzman |
| 8. | HONORS AND ACADEMIC CONVOCATIONS
Chair, Professor Ormond A. Seavey | Captain |
| 9. | LIBRARIES
Chair, Professor Keith E. Smith | Kahn |
| 10. | PHYSICAL FACILITIES
Chair, Professor Ernest J. Englander | Englander |
| 11. | PROFESSIONAL ETHICS AND ACADEMIC FREEDOM
Chair, Professor Lilien F. Robinson | Kahn |
| 12. | RESEARCH
Chair, Professor Phyllis D. Kind | Solomon |
| 13. | UNIVERSITY AND URBAN AFFAIRS
Chair, Professor John R. Harrald | Captain |
| 14. | JOINT COMMITTEE OF FACULTY AND STUDENTS
Chair, Professor Joseph L. Tropea | Pelzman |

*Member of the Senate

MEMBERS OF THE FACULTY SENATE COMMITTEES
1995-96 Session

Executive Committee

Funger 624	Joseph Pelzman, Chair, (ESIA)	4-7108
2134 G St. #206	John G. Boswell (GSEHD)	4-7194
Phillips T-514	Yvonne Captain (CSAS)	4-7078
ACC 6A-406	Mervyn L. Elgart (SMHS)	4-3496
Monroe 203D	Ernest J. Englander (SBPM)	4-8203
Phillips 643	Walter K. Kahn (SEAS)	4-7186
Sto 409	Lewis D. Solomon (NLC)	4-6753
Rice 8th Flr	Stephen J. Trachtenberg, President, <u>ex officio</u>	4-6500

ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY

*Chair: Park, Robert E., NLC
Churchill, R. Paul, Philosophy
Fife, Jonathan D., Educational Leadership
Jenkins, Robert, Psychiatry & Behavioral Science
Sullivan, Patricia A., Exercise Science

ex officio:

Bortz, Walter., Vice President for Administrative and Information Services
Keimowitz, Robert I., Dean of the Medical Center for Academic Affairs
Katz, Louis H., Vice President and Treasurer
*Pelzman, Joseph, Executive Committee Liaison

ADMISSIONS POLICY, STUDENT FINANCIAL AID, AND ENROLLMENT MANAGEMENT

*Chair: Darr, Kurt J., Health Services Management & Policy
Bergquist, K., Radiology
Huve, Gerard P., Romance Languages
*Kahn, Walter K., CMEE
Lear, George B., Jr., Naval Science
McGraw, Stephen, Medicine
Ticktin, Max D., Classics

ex officio:

Chernak, Robert A., Vice President for Student & Academic Supp. Svcs.
*Elgart, Mervyn L., Executive Committee Liaison
Lehman, Donald R., Assoc. Vice President for Research and Graduate Studies
Long, Caroline, Gelman Library
Petron, David, Student Liaison
Rypkema, Geri, Director, Fellowship & Graduate Student Support
Salamon, Linda B., Interim Vice President for Academic Affairs
Selinsky, Brian P., Interim Registrar
Siegel, Fred, Exec. Director for Enrollment Mngmt/Dir. of Admiss.
Small, Daniel, Director of Enrollment Management Administration

*Member of the Senate

APPOINTMENT, SALARY, AND PROMOTION POLICIES, (INCLUDING FRINGE BENEFITS)

*Chair: Griffith, William B., Philosophy
Abravanel, Eugene, Psychology
Freund, Maxine B., Special Education
Harper, Edmund P., Physics
Horbach, Nicolette, OB/GYN
Jabbour, George, Finance
Katz, Irving J., Mathematics
Koenig, Marilyn, Anatomy
Lynch, Sharon H., Teacher Preparation & Special Education
Quitslund, Jon, English
Sarkani, Shahram, CMEE
Warren, Clay C., NCCS (Sabb. Fall '95)
Weitzer, Ronald, Sociology
Wirtz, Phillip W., Management Science

ex officio:

Bortz, Walter M., Vice President for Administrative & Info. Svcs.
*Boswell, John G., Executive Committee Liaison
Katz, Louis H., Vice President and Treasurer
Salamon, Linda B., Interim Vice President for Academic Affairs

ATHLETICS AND RECREATION

Chair: Silber, David E., Psychology
Kirsch, Arthur D., Statistics
Paup, Donald C., Exercise Science
Petto, Joseph, Naval Science
Rowley, David A., Chemistry
Sullivan, Patricia A., Exercise Science
Ullman, Daniel, Mathematics
Weintraub, Herbert D., Anesthesiology

ex officio:

*Boswell, John G., Executive Committee Liaison
Chernak, Robert A., Vice President for Student & Academic Supp. Svcs.
Curtis, Nathan, Student Liaison
Friedenthal, Jack H., Dean, National Law Center
Kvancz, Jack, Director of Athletics and Recreation
Warner, Mary Jo, Senior Associate Director of Athletics & Recreation

EDUCATIONAL POLICY

*Chair: Brewer, Diane M., Speech & Hearing
Basara, Dennis, Naval Science
Churchill, R. Paul, Philosophy
Eisen, Robert, Religion
Granger, Mary J., Management Science
Harper, Edmund P., Physics
Ticktin, Max D., Classics

ex officio:

Alexander, Elizabeth, Student Liaison
Chernak, Robert A., Vice President for Student & Academic
Support Services
Lehman, Donald R., Assoc. Vice President for Research & Graduate
Studies
Salamon, Linda B., Interim Vice President for Academic Affairs
Selinsky, Brian P., Interim Registrar
Siegel, Fred, Executive Director for Enrollment Management/Director
of Admissions
Small, Daniel, Director of Enrollment Management Administration
*Solomon, Lewis D., Executive Committee Liaison
Stebelman, Scott, Gelman Library

FACULTY DEVELOPMENT AND SUPPORT

*Chair: Gupta, Murli M., Mathematics
Bagchi, Prabir K., Management Science
Evans, Joyce, Health Care Services
Greenberg, Joseph, Educational Leadership
Oertel, Yolanda C. Pathology
Sheldon, Debra, Accountancy
Tabbara, Sana O., Anatomic Pathology
Umpleby, Stuart A., Management

ex officio:

Bortz, Walter M., Vice President for Administrative & Information
Services
Clifford, James E., Director, Personnel Services
*Elgart, Mervyn L., Executive Committee Liaison
Jackson, Rebecca, Gelman Library
Rogers, Sharon J., Associate Vice President for Academic Affairs

FISCAL PLANNING AND BUDGETING

- *Chair: Yezer, Anthony M., Economics
Cherian, Edward J., Management Science
DePalma, Diane M., University Counseling Center
Garris, Charles A., CMEE
- *Griffith, William B., Philosophy
Harrington, Robert J., CMEE
Paratore, Salvatore R., Educational Leadership
Solomon, Henry, Economics

ex officio:

- Boselovic, Don, Assistant Vice President for Budget
- Chernak, Robert A., V.P., for Student and Academic Support Services
- Clough, Craig, Associate Vice President of the Medical Center
- George, Lee Anne, Gelman Library
- Harding, Harry, Dean, Elliot School of International Affairs
- Katz, Louis H., Vice President and Treasurer
- Jacox, Mark, Associate Vice President for Finance
- *Pelzman, Joseph, Executive Committee Liaison
- Price, Irwin, Associate Vice President for External Programs

HONORS AND ACADEMIC CONVOCATIONS

- *Chair: Seavey, Ormond A., English
Jones, Douglas., CMEE
Moore, Dorothy A., Educational Leadership
Regnell, Joan R., Speech & Hearing
Wade, Alan G., Theatre & Dance

ex officio:

- Anderson, G. David, Gelman Library
- *Captain, Yvonne, Romance Languages & Literatures
- de Guzman, Antonio, Student Liaison
- Holland, Sandy H., University Relations
- Kasle, Jill F., University Marshal
- Salamon, Linda B., Interim Vice President for Academic Affairs
- Selinsky Brian P., Interim Registrar
- Shipway, Lynn D., Special Assistant to the Vice President for
Administrative & Information Services

*Member of the Senate

LIBRARIES

*Chair: Smith, Keith E., Accountancy
King, Michael, Chemistry
Lowe, John, Geography
Phillips, Terry M., Medicine
Saenz, Pilar G., Romance Languages
Sewell, David, Naval Science
Thibault, J.F., Romance Languages

ex officio:

Andrews, Avery D., Asst., Dean of the Graduate School of Arts & Sciences
Bader, Shelley A., Director, Medical Library
Graham, Georgia, Student Liaison
*Kahn, Walter K., Executive Committee Liaison
Pagel, Scott B., Librarian, Law Library
Salamon, Linda B., Interim Vice President for Academic Affairs
Siggins, Jack, University Librarian

PHYSICAL FACILITIES

*Chair: Englander, Ernest J., SBPM
Lowe, John, Geography
O'Rear, Charles, Forensic Science
Sabelli, Bradley W., Theatre & Dance
Schlagel, Richard H., Philosophy
Stephens, George C., Geology

ex officio:

Bortz, Walter M., Vice President for Administrative & Info. Svcs.
*Englander, Ernest J., also serves as Executive Committee Liaison
Ingle, Alan L., Associate Vice President for Business
Katz, Louis H., Vice President and Treasurer
MacEwen, Virginia, Gelman Library
Pompan, Jonathan, Student Liaison
Rogers, Sharon J., Associate Vice President for Academic Affairs

*Member of the Senate

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

*Chair: Robinson, Lilien F., Art
Goodenough, David, Radiology
Harrington, Robert J., EECS
Hartswick, Kim J., Art
*Johnston, Gerald P., Law
Lobuts, John, Jr., Management Science
McGrath, Mary H., Surgery
Moses, Michael F., Mathematics
Pierpont, Howard, C., (Emeritus) Surgery
Robinson, David, Jr., Law
Stephanic, Jeffrey L., Art
Tuazon, Carmelita, Medicine
Yeide, Harry E., Religion

ex officio:

Caress, Edward A., Interim Dean, Columbian School
Futrell, Mary H., Dean, Graduate School of Education
*Kahn, Walter K., Executive Committee Liaison
Kaplan, Susan B., Assistant Treasurer for Legal Matters

RESEARCH

*Chair: Kind, Phyllis D., Microbiology & Immunology
Bagchi, Prabir K., Management Science
Berman, Barry L., Physics
Bjelajac, David, Art
Hawkins, Donald, Tourism Studies
Junghenn, Hugo D., Mathematics
McNellis, Robert, Health Care Services
Pardavi-Horvath, Martha, EECS
Rohrbeck, Cythnia A., Psychology
Wolff, Frederick, (Emeritus), Medicine

ex officio:

Dean for Research, Medical Center
Filstrip, E. Christian, Gelman Library
Lehman, Donald R., Associate Vice President for Research & Graduate
Studies
*Solomon, Lewis D., Executive Committee Liaison

UNIVERSITY AND URBAN AFFAIRS

*Chair: Harrald, John R., Engineering Management
Bosch, Juan P., Medicine
Nashman, Honey W., Human Services
Sokas, Rosemary, Medicine
Starik, Mark, Strategic Management & Public Policy
Street, Linda, Psychiatry
Williams, Carmen M., Dermatology

ex officio:

*Captain, Yvonne, Executive Committee Liaison
Cropp, Dwight S., Assistant Vice President for Government Relations
Fowler, David, Dean of the School of Business & Public Management
Henderson, Francine, Gelman Library
Katz, Louis H., Vice President and Treasurer
Reynolds, Mark, Student Liaison

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The following Committee is not a Standing Committee of the Faculty Senate but is listed for your information:

JOINT COMMITTEE OF FACULTY AND STUDENTSFaculty Members:

*Co-Chair: Tropea, Joseph L., Sociology
Eisen, Robert, Religion
Fife, Jonathan D., Educational Leadership
Ticktin, Max D., Classics
Ullman, Daniel H., Mathematics
Wolff, Frederick, Emeritus, Medicine
Yeide, Harry E., Religion

ex officio:

Beil, Cheryl, Director, Enrollment Research & Retention
Caress, Edward A., Interim Dean, Columbian School
Chernak, Robert A., Vice President for Student & Academic Support Svcs.
Donnels, Linda, Dean of Students
Kaplan, Susan B., Assistant Treasurer for Legal Matters
*Pelzman, Joseph, Executive Committee Liaison
Strong, LeNorman J., Director of the Office of Campus Life
Wooldridge, Annie B., Assistant Vice President

STUDENT MEMBERS:

Co-Chair: Mory, Scott
Alexander, Elizabeth
Ferguson, Christopher
Griffin, Angella
Petron, David
Siva, Kishore
Walker, Akosua

ex officio:

Koa, John
Reynolds, Mark

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

The Faculty Senate

April 24, 1995

The Faculty Senate will meet on THURSDAY, MAY 4, 1995, at 2:10 p.m. in Lisner Hall 603. (This is the first meeting of the new 1995-96 Session.)

AGENDA

1. Call to order
2. Introduction of new Senate members
3. Approval of the minutes of the regular meeting of April 14, 1995, (minutes to be distributed)
4. Resolutions:
 - (a) A RESOLUTION TO AMEND THE FACULTY CODE TO DELETE THE PROVISIONS RELATING TO RETIREMENT BECAUSE OF AGE (95/1); Professor Walter K. Kahn, Chair, Professional Ethics and Academic Freedom Committee (Resolution 95/1 attached)
 - (b) A RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT TO LEAVE (95/2) with accompanying Special Report; Professor William B. Griffith, Chair, Appointment, Salary and Promotion Policies Committee (Resolution 95/2 with Special Report attached)
5. Introduction of Resolutions
6. Report on Policy on Patents and Scholarly Works by Professor Phyllis D. Kind, Chair, Research Committee (Policy attached)
7. General Business:
 - (a) Approval of dates for regular Senate meetings in the 1995-96 Session recommended by the Executive Committee, as follows: May 4, 1995, September 15, 1995, October 13, 1995, November 10, 1995, December 8, 1995, January 19, 1996, February 9, 1996, March 8, 1996, and April 12, 1996
 - (b) Nomination for Appointment by the President of Professor Steven Keller as Parliamentarian of the Faculty Senate for the 1995-96 Session
 - (c) Nomination for election of Chairs and members of Faculty Senate Standing Committees for the 1995-96 Session (list to be distributed at meeting)

- (d) Nomination for appointment by the President to the following Administrative Committees: Committee on the University Bookstore: Stephen McGraw, Yolanda C. Oertel, and Scott B. Pagel; GW Forum: Debra Bruno, Editor-in-Chief, Michael F. Moses, and Jeffrey L. Stephanic; Safety and Security Advisory Committee: Bonnie M. Sachs, George C. Stephens and Ernest J. Englander; Joint Committee of Faculty and Students: Joseph L. Tropea, Faculty Co-Chair; Robert Eisen, Jonathan D. Fife, Max D. Ticktin, Daniel Ullman, Frederick Wolff, and Harry E. Yeide
- (e) Nomination for appointment by the Board of Trustees to the following Committees: Trustees' Committee on Academic Affairs: Joseph Pelzman; Trustees' Committee on Student Affairs: Joseph L. Tropea; Trustees' Committee on University Development: Anthony M. Yezer
- (f) Nomination for election by the Faculty Senate to the Panel for Student Grievance Review Committees: Oliver Alabaster, Andrew Altman, Jorge Garcia, Margaret R. Kirkland, Mark S. Klock, W. Douglas Maurer, Terrence Phillips, Joan R. Regnell, Max D. Ticktin, and Linda Street
- (g) Report of the Executive Committee: Professor Joseph Pelzman, Chair
- (h) Annual Reports: Committee on Athletics and Recreation (Report attached)
- 8. Brief Statements (and Questions)
- 9. Adjournment



J. Matthew Gaglione
Secretary

THE GEORGE WASHINGTON UNIVERSITY

THE FACULTY SENATE - 1995-96 SESSION

The Faculty Senate meetings for the 1995-96 Session will be held on the second Friday of each month (exceptions: January and May) as follows:

May 4, 1995
September 15, 1995
October 13, 1995
November 10, 1995
December 8, 1995

January 19, 1996
February 9, 1996
March 8, 1996
April 12, 1996
The 1996-97 Session
begins on May 10, 1996

<u>Phone</u>	<u>Ex Officio Member (stated by the Faculty Organization Plan)</u>
6500	Trachtenberg, Stephen Joel President

<u>Phone</u>	<u>Administrative Members (stated by the Faculty Organization Plan)</u>
6510	French, Roderick S. Vice President for Academic Affairs
6393	Gaglione, J. Matthew Registrar
	(Appointed by the President):
6380	Fowler, F. David Dean, School of Business & Public Management
6288	Friedenthal, Jack H. Dean, National Law Center
6080	Frieder, Gideon Dean, School of Engineering & Applied Science
6161	Futrell, Mary H. Dean, Acting, Graduate School of Education & Human Development
6241	Harding, Harry Dean, Elliott School of International Affairs
2987	Keimowitz, Robert I. Dean, Academic Affairs, Medical Center
6130	Salamon, Linda B. Dean, Columbian School of Arts & Sciences
6353	Keller, Steven Parliamentarian

<u>Phone</u>	<u>Faculty Members</u>	<u>Term Expires</u>	<u>School or College</u>
7117	Boswell, John G.	1997	Education and Human Development
7167	Brewer, Mary Diane M.	1997	Columbian School
7078	Captain, Yvonne	1996	Columbian School
1510	Castleberry, Michael S.	1996	Education and Human Development
6598	Darr, Kurt E.	1997	Business and Public Management
6536	Eftis, John	1996	Engineering and Applied Science
3496	Elgart, Mervyn L.	1997	Medical Center
8203	Englander, Ernest J.	1997	Business and Public Management
6265	Griffith, William B.	1996	Columbian School
4857	Gupta, Murli M.	1997	Columbian School
3158	Harrald, John R.	1997	Engineering and Applied Science
9471	Johnston, Gerald P.	1996	National Law Center
7186	Kahn, Walter K.	1996	Engineering and Applied Science
2908	Kind, Phyllis D.	1996	Medical Center
4243	Kimmel, Paul L.	1997	Medical Center
6750	Park, Robert E.	1997	National Law Center
7108	Pelzman, Joseph	1997	International Affairs
7094	Robinson, Lilien F.	1996	Columbian School
4992	Seavey, Ormond A.	1996	Columbian School
6808	Silber, David E.	1997	Columbian School
7461	Smith, Keith E.	1996	Business and Public Management
6753	Solomon, Lewis D.	1996	National Law Center
6745	Tropea, Joseph L.	1996	Columbian School
6856	Vontress, Clemmont E.	1997	Education and Human Development
6755	Yezer, Anthony M.	1997	Columbian School

A RESOLUTION TO AMEND THE FACULTY CODE TO DELETE THE PROVISIONS
RELATING TO RETIREMENT BECAUSE OF AGE (Res. 95/1)

WHEREAS, the Age Discrimination in Employment Act, as amended, has made unlawful mandatory retirement because of reaching any specified age, and

WHEREAS, the Faculty Code has not been amended to meet the requirements of this statute, NOW THEREFORE

BE IT RESOLVED THAT THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY RECOMMENDS:

That the Faculty Code, Section IV. A, be amended to read as follows (deletion shown by lineout of body of first paragraph):

VII. Retirement

~~—A. The normal retirement date at the university is the end of the fiscal year in which a faculty member reaches the age of 65. Faculty may continue in full time service until the mandatory retirement date at the end of the fiscal year in which age 70 is attained. The fiscal year shall be taken as the period beginning July 1 and ending June 30.~~

A. Subject to the needs of the University,...[remainder unchanged]

Professional Ethics and Academic Freedom Committee
March 15, 1995

A Resolution to Amend the Faculty Code with respect to Leave
(95/2)

WHEREAS, under certain circumstances a member of the faculty may have legitimate reasons to request a less-than-full-time leave for medical, family, or other important personal reasons; and

WHEREAS, it may well be in the University's interest to grant a partial leave request, to retain as much as possible of the services of such a faculty member and thereby reduce compensatory shifting of responsibilities; and

WHEREAS, the Faculty Code is currently silent as to whether such a partial leave is permissible, and as to whether if granted such a period of partial leave would qualify (as a full personal leave does) for some extension of the probationary period for a tenure-accruing appointment; NOW THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

1. That Sec. VI. A of the Faculty Code, "Leave", be amended to read [added language underlined in the text]:

"A. At any time, for study or for any other valid reason, a leave of absence without salary, or a partial leave with or without reduced salary, may be granted to a member of the faculty by the appropriate corporate officer."

2. Sec. IV.A. 3.1. (b) (2), "Appointment and Tenure", be amended to read [additional language underlined in the text]:

"2) Leaves for study towards a degree, leaves for military or personal reasons, and defense leave shall not be included in this period. Under certain circumstances a partial leave may justify an appropriate extension of the probationary period.

3. The Faculty Senate Committee on Appointments, Salary and Promotion Policy is requested to draw up appropriate implementing criteria and procedures for approval by the Vice President for Academic Affairs and publication in the Faculty Handbook.

Appointments, Salary, and Promotion Policies Committee
April 17, 1995

FACULTY SENATE
Committee on Appointments, Salary, Promotion Policies (ASPP)

SPECIAL REPORT

April 19, 1995

1. This Special Report accompanies and is intended to explain some of the background of our proposed RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT TO LEAVE (95/2), submitted for consideration by the Faculty Senate.
2. This issue originally arose to prominence in April 1993, when the Vice President for Academic Affairs asked the Executive Committee of the Faculty Senate for advice in dealing with a faculty member's request for partial leave coupled with an extension of the tenure-probationary period. The request noted that such a partial leave and extension were potentially available under a "Family Care Leave" policy in effect at Georgetown University. The Executive Committee offered its opinion that an extension of the tenure-probation period would not be permitted under the existing provisions of the Faculty Code but offered to study the desirability of adopting such a policy. Vice President French subsequently denied the individual's request but asked the Senate to proceed with consideration of "whether the Georgetown policy or some modification of it would constitute a model that ought to be adopted at GW" [Memorandum dated May 3, 1993, to Lilien Robinson, Chair, Executive Committee of the Faculty Senate].
3. Over the past two years, the ASPP Committee has gathered information on existing policies elsewhere and a consensus has emerged as to the desirability of developing such a policy, on grounds of basic fairness, especially to women faculty in childbearing years and others with similarly serious disruptive time-demands. The Committee has even articulated a possible formula for converting partial leaves of absence into proportional delays in tenure review. While it has been suggested that the University may be legally required to offer policies along these lines, the scope of the entitlements created by the federal Family Care and Medical Leave Act of 1993 and the D.C. Family Care and Medical Leave Act of 1990 remains unclear, with regulations having only recently been issued and much in these laws still untested in the courts.
4. The Committee therefore decided the best approach at this time would be to create authorizing language in the Faculty Code, as suggested in the accompanying Resolution. This would make known to all in timely fashion the possibility of negotiating partial leave, and where appropriate extending the tenure clock, but would leave detailed guidelines and processes to be developed by the ASPP Committee in conjunction with Academic Affairs and University Counsel. These would then be published in the Faculty Handbook and could be revised and updated as need be, without amending the Faculty Code.

Policy on Patents and Scholarly Works of The George Washington University

I. Overview

The University seeks to serve the needs of society in the course of pursuing the traditional principles of education and research, as well as patient care. It has dedicated itself and all its resources to the pursuit and dissemination of knowledge. It does not pursue knowledge for primarily commercial purposes. However, the University recognizes that its interest is served when inventions and discoveries made by University faculty, staff, or students are developed to the point of practical application. The University's Policy on Patents and Scholarly Works is intended to facilitate that objective.

The University's purposes of pursuing and disseminating knowledge are sometimes served by seeking patent protection for inventions and discoveries made in the course of work by University faculty, staff, and students. Patents confer certain exclusive rights to inventions and discoveries while simultaneously making those inventions and discoveries known to the public. Many inventions and discoveries are of more beneficial use when protected by the exclusive rights granted in a patent. Consistent with the public interest, the University will take steps to promote the development and use of its faculty's, staff's, and students' inventions and discoveries. When the University receives royalties from patents, it will use those royalties in support of its mission of education and research and to provide appropriate incentives for inventorship.

The University's Policy on Patents and Scholarly Works applies to all faculty, staff, and students of the University. It imposes certain obligations on faculty, staff, and students who conduct research and guides the University's relationship with sponsors of research.

II. Definitions

For the purposes of this policy concerning patents and scholarly works, certain terms have meanings as indicated below:

"Faculty" means all those individuals receiving a letter of faculty appointment from the Vice President for Academic Affairs, with or without associated compensation from the University, whether of full-time, research, part-time, visiting, or other status.

"Staff" means all those individuals receiving letters of appointment to either graded or ungraded positions, whether full-time, part-time, visiting, or other status, receiving or not receiving compensation from the University.

"Students" means all those individuals associated with the University who are in active student status as defined by formal registration, whether full-time or part-time; whether or not holding a fellowship, a teaching assistantship, a research assistantship, or equivalent award, and whether or not receiving salary, wages, or a stipend. This term also applies to those individuals who have petitioned for and received a leave of absence for a specific period of time.

"Inventions", **"Discoveries"**, **"Technologies"**, and **"Innovations"** are terms that are meant to cover tangible or intangible inventions, including any process, machine, manufacture, composition of matter, or improvement thereof, which is or may be patentable, whether or not reduced to practice. These terms also are meant to cover tangible research and development results whether or not patentable. Such results include, for example, computer programs, circuit designs of all types, data bases, technical and design drawings, biogenic materials, novel varieties of plants, chemically synthesized molecular systems, and other creations.

These terms apply to the faculty, staff, and students of The George Washington University in the performance of their scope of duties for the University or for a sponsored research project, whether accomplished on University time, with direct University funding, the use of University facilities or not.

"Patent Agreement" means the original Patent Agreement made 16 August 1954 between The George Washington University and Research Corporation. A new agreement, For Disclosure, Evaluation, and Commercialization of Inventions, dated xx yyyyyy 1995, between The George Washington University and Research Corporation Technologies, Inc., subsumes and extinguishes the original patent agreement. Copies of these agreements and this document can be obtained from the Office of Sponsored Research or the Office of Medical Center Sponsored Projects.

III. University Organization

A. *Office of Sponsored Research/Office of Medical Center Sponsored Projects*

The Associate Vice President for Research and Graduate Studies in consultation with the The Office of Sponsored Research (non medical) and the Director of the Medical Center Office of Research in consultation with the Office of Medical Center Sponsored Projects are the University officials responsible for patent matters, including negotiation of agreements with sponsors of research and with licensees of University owned patents. These officials administer the Policy on Patents and Scholarly Works and ensure compliance with agreements with sponsors, and coordinate on such activities for joint endeavors that involve both components, i.e., non medical and medical.

The Office of Sponsored Research (non medical) and the Office of Medical Center Sponsored Projects are available to advise faculty, staff, and students on patent questions, particularly as they relate to specific disclosures.

B. Patent and Scholarly Works Review Panel: Policy and Procedure with regard to Patents and Scholarly Works.

All responsibility for establishing policy and procedures to implement the Policy on Patents and Scholarly Works resides with the Associate Vice President for Research and Graduate Studies, who chairs the Advisory Council on Research. The latter Council serves as the Associate Vice President's consultative body on these matters. A subcommittee of the Advisory Council on Research will be appointed for each calendar year by the Associate Vice President for Research and Graduate Studies. This subcommittee will be called the Patent and Scholarly Works Review Panel. The Panel, chaired by the Associate Vice President for Research and Graduate Studies, shall have membership composed of one representative from each School of the University along with the directors of the Office of Sponsored Research and the Office of Medical Center Sponsored Projects. In addition, one of the two members of the Advisory Council on Research from the Senate Committee on Research shall be appointed to the Panel. When necessary, for consultative purposes and to obtain expert advice, the Panel may convene an ad hoc subpanel, composed of members internal or external to the University who are not members of the Panel.

IV. Relations with Sponsors of Research

Through the Offices of Sponsored Research (non medical) and Medical Center Sponsored Projects, the University enters into agreements with third parties to sponsor research conducted by University faculty, staff, and students. Such agreements for sponsored research may contain provisions allocating the parties' rights in any Inventions or Discoveries made under the agreement. The University will not enter into such an agreement if its provisions differ in any way from University policy unless the deviating provisions are deemed acceptable in writing by the faculty member or staff member who will be the principal investigator for the project.

Sponsored research agreements impose many requirements, not just ones related to patents, and University faculty, staff, and students should familiarize themselves with any of these requirements that relate to their work. Before work begins on a project covered by a sponsored research agreement, the principal investigator must advise his/her colleagues working on the project of their rights and duties under the agreement. Usually, this is best done by providing each individual involved with copies of the applicable sections of the document.

Sponsored research agreements are entered into only after it is determined that they meet certain basic criteria. It is expected that the following criteria will be applied

unless there is documented reason for an exception that is approved by the Associate Vice President for Research and Graduate Studies (non medical) or the Director of the Medical Center Office of Research:

1. The sponsored research is consistent with and supportive of the University's purposes of education and research, as well as patient care, and the University's overriding aim of pursuing and disseminating new knowledge.
2. The sponsored research does not involve the commitment of so many personnel or other resources that it creates an inappropriate balance of activities within the relevant University school, department, or laboratory. These determinations are to be made by the appropriate signatories, e.g., Department Chair, Dean, Associate Vice President for Research and Graduate Studies, Vice President for Academic Affairs, Director of the Medical Center Office of Research, or Vice President for Medical Affairs, on the standard routing sheets for approval of sponsored research proposal within the University (both non medical and medical).
3. Faculty, staff, and students are permitted to publish the results of their research in a timely manner. The University normally will agree to maintain confidentiality of confidential information provided by the sponsor and to withhold publication for up to 60 days after disclosure to the sponsor in order to accommodate the filing of a domestic or foreign patent application covering the subject matter of the publication.

A. The U.S. Government

Many University faculty, staff, and students receive financial support for their research from the U.S. Government. The ownership of Inventions, Discoveries, Technologies, or Innovations made by University faculty, staff, or students with Government financial support is determined by Federal law, including the Bayh-Dole Act (35 U.S.C. §§ 200-212) and the regulations at 37 C.F.R. Pt. 401.

The University has a duty promptly to disclose to the Government all Inventions, Discoveries, Technologies, or Innovations made in the performance of a Government funding agreement, where a funding agreement means prime awards from the Federal government and Federal pass-throughs, i.e., subcontracts at all tiers. Accordingly, as provided in Section V of the Policy on Patents and Scholarly Works, faculty, staff, and students associated with Government-sponsored projects promptly shall notify the Office of Sponsored Research (non medical) or the Office of Medical Center Sponsored Projects whenever any Invention, Discovery, Technology, or Innovation is conceived or actually reduced to practice in the course of the project. When permitted, if the University decides to seek patent protection for such an Invention, Discovery, Technology, or Innovation in accordance with this policy, the University will elect to retain title to the Invention, Discovery, Technology, or Innovation and make efforts to achieve practical application of the Invention, Discovery, Technology, or Innovation.

B. Sponsors Other than the U.S. Government

University faculty, staff, and students also conduct research sponsored by corporations, non profit organizations, and others. Such agreements for research sponsorship are entered into through the same procedures used for U.S. Government projects, i.e., through the Office of Sponsored Research (non medical) or through the Office of Medical Center Sponsored Projects. The University normally will not enter into such a sponsored agreement unless:

1. It is explicitly stated what the rights of the sponsors and of the University will be in Inventions, Discoveries, Technologies, or Innovations that result from the sponsored work. It is expected that the University will retain title to all such Inventions, Discoveries, Technologies, and Innovations, and to any resulting patents. The University normally will grant the sponsor an option to obtain an exclusive or nonexclusive license to such Inventions, Discoveries, Technologies, Innovations, and patents, in exchange for appropriate consideration which may include the payment of patent expenses and royalties, provided that the University is entitled to practice the patent and to permit other non profit organizations to practice the patent for *research* purposes.
2. The sponsor agrees that its rights in any Inventions, Discoveries, Technologies, or Innovations are subject to any rights the U.S. Government might have by virtue of its sponsorship of related research.

V. Disclosure of Inventions to the University

In order to provide maximum benefit to the University community and to assure the University's compliance with obligations to sponsors of research, all faculty, staff, and students have the responsibility for promptly disclosing fully and openly to the Associate Vice President for Research and Graduate Studies (non medical) or to the Director of the Medical Center Office of Research all Inventions, Discoveries, Technologies, and Innovations as required by research agreements or where there is prospect for commercialization in which the University has an interest. Principal Investigators of research projects, as well as department chairs and deans, have a responsibility to insure that all such Inventions, Discoveries, Technologies, and Innovations of which they become aware are disclosed to the appropriate individual named above.

The University will make no claim to Inventions, Discoveries, Technologies, and Innovations unrelated to the individual's scope of duties with the University. Inventions, Discoveries, Technologies, and Innovations made by University faculty, staff, or students which occur under the scope of their duties with the University, e.g., teaching, research, or other related activities, whether accomplished on University time, with direct University funding, the use of University facilities or not, are subject to this Policy on Patents and

Scholarly Works. Faculty, staff, and students have the responsibility to disclose all Inventions, Discoveries, Technologies, and Innovations, as required by research agreements or where there is prospect for commercialization in which the University has an interest, that are made within the scope of their duties to the Associate Vice President for Research and Graduate Studies (non medical) or to the Director of the Medical Center Office of Research. When required, the Patent and Scholarly Works Review Panel shall assist the Associate Vice President for Research and Graduate Studies (non medical) or the Director of the Medical Center Office of Research to determine whether the disclosure falls within the individual's scope of duties.

Failure to disclose an Invention, Discovery, Technology, or Innovation may result in the forfeiture of the individual's rights under this policy. Such cases will be reviewed by the Patent and Scholarly Works Review Panel, and additional sanctions consistent with other faculty, staff, or student policies may be recommended to the Associate Vice President for Research and Graduate Studies (non medical) or the Director of the Medical Center Office of Research.

VI. Evaluation of Inventions

After preliminary evaluation of a disclosure by the Associate Vice President for Research and Graduate Studies (non medical) or the Director of the Medical Center Office of Research, and determination that the subject matter is in fact an Invention, Discovery, Technology, or Innovation subject to this Policy on Patents and Scholarly Works, the University must initiate one of the following actions within 30 days:

1. Submit the Invention, Discovery, Technology, or Innovation to Research Corporation Technologies for evaluation and possible commercialization under the Disclosure, Evaluation, and Commercialization of Inventions agreement between the University and Research Corporation Technologies (See Patent Agreement above).
2. Bring the disclosure before the Patent and Scholarly Works Review Panel for further evaluation as to a recommendation for a possible patent application, both domestic and/or foreign, being undertaken by the University.
3. If rights in the Invention, Discovery, Technology, or Innovation are subject to the terms of an agreement with a sponsor, comply with the terms of the agreement.
4. Assign title to the Invention, Discovery, Technology, or Innovation to the faculty member, staff member, or student.

VII. Rights in Inventions, Discoveries, Technologies, and Innovations

A. *Scholarly Works*

All rights in scholarly books, articles and other publications, artistic creations, literary manuscripts, visual and auditory creations, and musical works, irrespective of their medium of storage or presentation, are granted to the faculty, staff, and students who are the authors, and need not be disclosed. The former items are meant to include computer programs, computer software, and databases that are accessory to or part of a scholarly text. Computer programs that are written for the primary purpose of educational learning and testing are excluded from classification as Inventions, Discoveries, Technologies, and Innovations. [See also The George Washington University Copyright Policy date 10/11/90]

B. *Inventions, Discoveries, Technologies, and Innovations*

Once the University has evaluated an Invention, Discovery, Technology, or Innovation, in order to carry out a decision made in accordance with Section VI of the Policy on Patents and Scholarly Works, the University may require the faculty member, staff member, or student to assign to the University or to a third party all rights, title, and interest in the Invention, Discovery, Technology, or Innovation.

Faculty, staff, and students are required to execute all contracts, assignments, waivers, patent applications, and other documents necessary to carry out the provisions of this policy in a timely manner.

If the University permits a faculty member, staff member, or student to retain title to an Invention, Discovery, Technology, or Innovation, the University shall receive a nonexclusive, irrevocable, paid-up license to practice the Invention, Discovery, Technology, or Innovation, or to have it practiced for the University's own non-income producing purposes, and to permit other nonprofit organizations to practice the Invention, Discovery, Technology, or Innovation for *research* purposes.

C. *Employee Inventions*

The Policy on Patents and Scholarly Works does not apply to Inventions, Discoveries, Technologies, or Innovations that are created as a specific requirement of University employment or as an assigned University duty outside sponsored projects or related activities. All rights in these works are owned by the University with no right or interest vesting in the inventor.

VIII. Patenting of Inventions, Discoveries, Technologies, and Innovations

If the University determines to seek patent protection for an Invention, Discovery, Technology, or Innovation in one or more countries, the faculty members, staff members, or students making the Invention, Discovery, Technology, or Innovation shall assist the University in preparing and prosecuting patent applications. The University will give due regard to its faculty, staff, and student inventors in making decisions with respect to patents on their inventions and keep its faculty, staff, and student inventors informed of the decisions the University makes. The University will provide appropriate support as necessary.

If the University decides to abandon a patent application, it first shall offer to assign the Invention, Discovery, Technology, or Innovation back to the faculty, staff, or student inventor, subject to the provisions of Section VII of the Policy on Patents and Scholarly Works and to any rights of the sponsor of the research leading to the Invention, Discovery, Technology, or Innovation.

IX. Distribution of Royalties

When an Invention, Discovery, Technology, or Innovation is submitted to Research Corporation Technologies, or its successor, or a similar entity, the University shall distribute to the inventor (or the inventors collectively) any proceeds received in connection with that entity accepting the Invention, Discovery, Technology, or Innovation for filing of patent applications.

When income is received by the University either from Research Corporation Technologies through commercialization of an assigned Invention, Discovery, Technology, or Innovation or from a University-owned Invention, Discovery, Technology, or Innovation, all expenses directly attributable to patenting, marketing, licensing, protecting, or administering the Invention, Discovery, Technology, or Innovation shall first be deducted from such income. The income remaining after these deductions constitutes "net income." Net income shall be allocated as follows:

Net Income Distribution

	Inventor(s)	Inventor's Department	Inventor's School	Research Office*
First \$100,000/yr	50%	10%	20%	20%
Above \$100,000/yr	40%	15%	20%	25%

* Associate Vice President for Research and Graduate Studies (non medical) or Director of the Medical Center Office of Research -- to be used for the purpose of promoting research in the University

When the Invention, Discovery, Technology, or Innovation is the result of the joint efforts of two or more University faculty, staff, or students, they shall use good faith efforts to agree upon the allocation between them of the royalties that would be payable to a single inventor pursuant to this Policy on Patents and Scholarly Works. In the event that an agreement cannot be reached between the inventors, the Associate Vice President for Research and Graduate Studies (non medical) or the Director of the Medical Center Office of Research shall determine an equitable distribution of the royalties, based on a recommendation formulated by the Patent and Scholarly Works Review Panel.

XI. Invention Rights under Consulting Agreements

Members of the faculty and staff may agree to assign to third parties for whom they consult the rights in Inventions, Discoveries, Technologies, or Innovations made in the performance of consulting services, provided that such an agreement is not inconsistent with previous obligations under an agreement for sponsored research, the rights of the University as described in this Policy on Patents and Scholarly Works, or any other rights or obligations described herein. Prior to entering into any such agreements, members of the faculty shall notify in writing the Associate Vice President for Research and Graduate Studies (non medical) or the Director of the Medical Center Research Office for review and approval of the provisions concerning the assignment of inventions and also of provisions concerning inventions assigned to third parties pursuant to such agreements.

Absent such an agreement, rights in inventions made in the performance of consulting services will belong to the faculty member, unless an invention made in the performance of consulting services also constitutes an Invention, Discovery, Technology, or Innovation subject to this patent policy. Should guidance be required in this determination, the Associate Vice President for Research and Graduate Studies (non medical) or the Director of the Medical Center Office of Research shall be the deciding official in consultation with and review by the Patent and Scholarly Works Review Panel shall be the deciding body.

XII. Other Inventions

Faculty, staff, and students may assign Inventions, Discoveries, Technologies, or Innovations made on their own time, with their own facilities and materials, and unrelated to their scope of duties, to the University or to Research Corporation Technologies for administration on behalf of the University. If a faculty member, staff member, or student does so, the University will evaluate the invention pursuant to Section VI of the Policy on Patents and Scholarly Works and then take whatever steps the University deems appropriate. There can be no assurance that the University will seek patent protection for an Invention, Discovery, Technology, or Innovation so assigned. In the event the

University does seek patent protection, the sharing of costs and revenues shall be established on an ad hoc basis in negotiation between the inventor and the University prior to seeking the patent. Such cases shall be guided by recommendations from the Patent and Scholarly Works Review Panel to the Associate Vice President for Research and Graduate Studies (non medical) or the Director of the Medical Center Office of Research.

Persons who are not faculty, staff, or students of the University may approach the University with Inventions, Discoveries, Technologies, or Innovations needing further development before their advantages can be fully realized. Where such inventions fit into the research program of the University and where University personnel, with administrative approval, choose to pursue such further development, they may be assigned to the University or to Research Corporation Technologies pursuant to an agreement to be negotiated between the University and the inventor.

XIII. Supplemental Patent Agreements

All faculty, staff, and students who may be expected to conduct research of any kind are bound by the terms of this Policy on Patents and Scholarly Works and should familiarize themselves with its content. Those faculty, staff, and students who conduct sponsored research of any kind shall be required, as a condition of employment or association with the University, to acknowledge that they are bound by the terms of this Policy on Patents and Scholarly Works by signing a University supplemental patent agreement in a form determined by the University's Associate Vice President for Research and Graduate Studies.

Any individual with emeritus faculty standing is considered to be subject to the conditions of this patent policy as long as that individual is actively associated with the University through a sponsored research project or is extensively using University facilities. Emeritus faculty, working on their own or with limited resources from the University, will not be subject to this policy unless they so choose to be covered. Should there be question as to the amount of resources being used, a determination shall be made by the Associate Vice President for Research and Graduate Studies (non medical) or the Director of the Medical Center Office of Research after consultation with and review by the Patent and Scholarly Works Review Panel.

Any individual, whose Invention, Discovery, Technology, or Invention is granted a patent through GW, and who subsequently leaves the University, is still subject to the conditions of this Policy on Patents and Scholarly Works with respect to said patent.

XIV. Disputes

Disputes on patent matters, including the interpretation of this Policy on Patents and Scholarly Works, shall be referred to the Patent and Scholarly Works Review Panel

for review and recommendation. Based on the Panel's recommendation, the Associate Vice President for Research and Graduate Studies (non medical) or the Director of the Medical Center Office of Research shall make a ruling on the dispute. Any appeal of a ruling by either official will be heard by the Vice President for Academic Affairs who will make a recommendation to the President for his final ruling.

XV. Periodic Review

At least once every four years, the Patent and Scholarly Works Review Panel shall review the provisions of this policy and propose to the Advisory Council on Research changes that will maintain a Policy on Patents and Scholarly Works that serves the best interests of the University, faculty, staff, and students.

XVI. Changes

This Policy on Patents and Scholarly Works may be changed or discontinued at any time by action of the Board of Trustees appropriately taken. Such change or discontinuance, however, shall not affect any rights accrued prior thereto.

ACKNOWLEDGMENT

The current form of this policy comes from the study of similar policies at other universities. In particular, the content of this policy was guided by the findings in the report prepared by the Patent Review Committee of Vanderbilt University, January 1993, Second Revised Edition. Specifically, two or three sections of this policy parallel closely those in the "Proposed Policy on Technology and Literary and Artistic Works" of Vanderbilt University.

1994-95 ANNUAL REPORT OF THE FACULTY SENATE COMMITTEE ON ATHLETICS AND RECREATION

The Committee met four times during the 1994-95 academic year, and discussed the agenda outlined below.

Jack Kvancz and Mary Jo Warner gave the Committee some of their perceptions regarding the future direction of the various competitive sports at G.W. Our various athletic programs will be categorized as competing at the national, regional or local level.

The future of the Atlantic Ten Conference was discussed, especially with respect to the changes in membership: next year there will be two divisions, each composed of six teams.

Vice President Chernak discussed some of the financial aspects of the athletics programs, and concerns about the \$6.6 million subsidy provided by G.W. for athletics last year.

NCAA representative Edward Caress discussed major legislation considered at the NCAA convention, especially that pertaining to modifications in Proposition 48 (freshmen eligibility).

A proposal for tuition support of athletes who have used up their eligibility, but have not yet graduated, was discussed and withdrawn.

Data pertaining to the graduation rates for G.W. athletes were presented and discussed; the main finding was that graduation rates for athletes slightly exceed those of the G.W. student population in general.

The Committee was apprised of the fact that the University will undergo an NCAA certification review in 1997. The groundwork for this review will begin in the fall of 1995, and the Athletics Committee will have ample opportunity to participate in this process.

Respectfully submitted,

Dr. Schiff

Faculty Senate Committee on Athletics
and Recreation

Members:

Edward A. Caress
Lisa A. Delpy
Arthur D. Kirsch
Donald C. Paup
David A. Rowley
Stefan O. Schiff, Chair
Patricia A. Sullivan
Charles N. Toftoy
Herbert D. Weintraub
Daniel Zimmeroff

ex officio:

Robert A. Chernak
Jack H. Friedenthal
Jack Kvancz
Joseph Pelzman
Mary Jo Warner